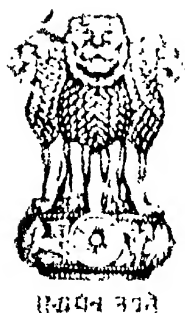


REPORT
ON
SURVEY OF LABOUR CONDITIONS
IN TOBACCO CURING FACTORIES IN INDIA
(1965-66)



Labour Bureau
Ministry of Labour, Employment and Rehabilitation
(Deptt. of Labour and Employment)
Government of India

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PREFACE

Ever since India entered the industrial field over a century ago, the industrial labour in the country and its problems have been the subject of interest. From earlier emphasis on prevention of exploitation of labour, the interest has now shifted to providing them a fair deal and fuller opportunities. Surveys that bring out true conditions of labour provide a sound base to the present day approach to problems of labour in India, in the context of planned economic development of the country.

A detailed survey on a country-wide basis of the working and living conditions of industrial labour was conducted by the Labour Investigation Committee, appointed by the Government of India in 1944. The years that followed witnessed far reaching changes in the set up of the country, its basic policies and national objectives. As a result, the well-being of the working class came to be recognised as an essential factor in the long-term strategy for industrial advance and in the overall economic stability and progress of the country. The adoption of this policy has brought about a new awakening in the ranks of labour and has afforded them much relief in various directions through legislation and other measures.

In order to assess the impact of these measures on the industrial labour and to make an appraisal of their present conditions, a scheme for a comprehensive Survey of Labour Conditions was incorporated in the Second Five Year Plan. Its execution was entrusted to the Labour Bureau. The Survey was conducted according to a phased programme in 46 industries. This Report presents data regarding the Tobacco Curing Industry covered under the Scheme during 1965-66.

The present Survey differs considerably from similar investigations in the past in matters of design, scope and presentation of data. It has also certain distinguishing features. For example, it furnishes data separately for large and small establishments in various industries, makes a limited study of labour cost in relation to the benefits and amenities that the workers now enjoy, and provides first-hand information on certain important aspects of labour management relations. Attempt has also been made to collect and interpret data on certain conventional items in a more meaningful way. In the presentation of the data, the effort has been to reduce the information into quantitative terms so as to serve as a benchmark for purposes of evaluation of changes at a future date. Recourse to general description has been resorted to only where the other type of treatment was not possible.

In a Survey of this magnitude, it was but natural that many problems had to be faced both in planning as well as execution. Most of these flowed from non-availability of up-to-date frames and absence or improper maintenance of records in many establishments. In many cases, the field staff had almost to build up the required statistics from various sources. This naturally imposed a heavy demand on the industrial managements canvassed and the Bureau is deeply indebted to them for their whole hearted co-operation. The co-operation and valuable assistance received from associations of employers and workers, Labour Commissioners as well as Chief Inspectors of Factories and other officials of State Labour Departments is also gratefully acknowledged.

The debt of gratitude that I owe to the Central Statistical Organisation and the Chief Advisor of Factories* for evincing keen interest in the Survey and rendering technical advice on various matters is indeed great. I am also thankful to the Employment Division of the Planning Commission for examining the Schedule and Instructions and offering useful suggestions. I am equally grateful to the Bureau of Labour Statistics, U.S.A., Government Social Survey Department, U.K., Economics and Research Branch, Department of Labour, Canada, and Labour Statistics and Research Division, Ministry of Labour, Japan, whose advice was sought on several technical matters.

The primary responsibility for conducting the present round (fourth and final) of the Survey was borne by Dr. J.N. Mongia, Deputy Director, supported by other officers of the Bureau on various statistical problems arising out of the Survey. The field investigations were carried out by Sarvashri K.N. Upadhyay, R.K. Pillai, L.D. Khanna, Khazan Singh, Harish Prakash, R.L. Khosla, A.S. Parmar, M.P. Kanaujia, R.K. Bhargava and A.S. Joseph, under the supervision of Sarvashri Balwant Singh Bhola, R.N. Mondal and Mahesh Chandra.

The preliminary draft of this Report was prepared by Shri N.K. Sharma, Investigator Grade I, and was finalised by Shri Harbans Lal, Deputy Director, with the assistance of Shri H.B.L. Bhatnagar, Assistant Director, and Shri P. D. Gupta, Investigator Grade I. Shri Bhatnagar was also responsible for supervising the manual tabulation of data. Part of the data relating to the Survey of Labour Conditions in industries covered during the fourth round (1965-66) was, for the first time, tabulated by the Machine Tabulation Unit of the Labour Bureau, under the supervision of Shri Subir Kumar Gupta, Assistant Director, Sarvashri R.C. Madan, Darshan Lal and Kuljit Singh, computers, assisted in computation of data. To all these I am deeply thankful.

The views expressed in this Report are not necessarily those of the Ministry of Labour, Employment and Rehabilitation (Department of Labour and Employment), Government of India.

K. K. BHATIA
Director.

LABOUR BUREAU, SIMLA.
Dated the 14th July, 1969.

CHAPTER I

INTRODUCTION

India is amongst the world's largest producers of tobacco, next only to U.S.A. and China, and accounts for about one-tenth of the total world production of tobacco. She is also the fourth biggest exporter of tobacco in the world. Almost all varieties of tobacco leaf known in the world are grown here. Both in the internal economy and export trade, Indian tobacco has a prominent place. Its contribution to the National Exchequer through the levy of excise duties is considerable. It is also a substantial foreign-exchange earner, ranking ninth in India's export trade. Flue cured virginia tobacco is the most important exportable variety. During 1962-63, India exported about 122 million kgs. of raw and manufactured tobacco valued at about Rs. 37 crores.

Of all the varieties of tobacco grown in India, *Nicotiana Tabacum* and *Nicotiana Rustica* are cultivated on an extensive scale. *Nicotiana Tabacum* variety accounts for about 90 per cent. of the total area and production and also constitutes the bulk of India's tobacco exports. The most important variety in this species is Virginia most of which is grown in Andhra Pradesh. *Nicotiana Tabacum* is also used in the manufacture of cigars, cheroots, *bidis*, chewing, snuff and *hookah* and pipe tobacco, while *Nicotiana Rustica* is used mainly for *hookah*, chewing and snuff. Among the tobacco producing States in India, Andhra Pradesh ranks first. Other important tobacco growing States are Mysore, Tamil Nadu, Bihar, Maharashtra, Uttar Pradesh, West Bengal and Rajasthan.

1.1 Location of the Industry

The Tobacco Manufacturing Group includes Bidi, Cigar, Cigarette, Snuff, Jerda and other factories. The Survey of Labour Conditions in the Tobacco Curing Industry was restricted to the 'others' group only and excludes Bidi, Cigar, Cigarette, Snuff and Jerda factories.

Statement 1.1 shows the distribution of Tobacco Curing factories in various States during 1965 together with their average daily employment.

It will be seen from the Statement that the largest concentration of Tobacco Curing factories was in Andhra Pradesh which accounted for about 85 per cent. of the factories and about 97 per cent. of workers employed in the Industry in the country. Madras* was the next important State with about 9 per cent. of the factories and nearly 2 per cent. of the employment. The rest of the factories were located in Bihar, Maharashtra, Mysore, Orissa and Uttar Pradesh.

1.2 Genesis of the Survey

The first comprehensive survey of conditions of labour in various industries in India, on a country-wide basis, was conducted by the Royal Commission on Labour during 1929—31. On the basis of its report and findings various ameliorative measures were introduced by the Government in the field of labour. After a lapse of over a decade, i.e., in 1944,

* Named Tamil Nadu with effect from 14th January, 1969.

STATEMENT 1.1

State-wise Distribution of Tobacco Curing Factories in India and Average Daily Employment therein
(During 1965)

Sl. No.	States					Number of Factories	Average Daily Employment
1	2					3	4
1	Andhra Pradesh	..	..	..	..	286 (85.1)	74.413 (97.3)
2	Bihar	..	..	..	..	10 (3.0)	403 (0.1)
3	Madras*	..	..	..	..	30 (8.9)	1,307 (1.7)
4	Maharashtra	..	..	..	..	2 (0.6)	32 (0.1)
5	Mysore	..	..	..	..	1 (0.3)	339 (0.5)
6	Orissa	..	..	..	..	5 (1.5)	179 (0.2)
7	Uttar Pradesh	..	..	..	..	2 (0.6)	69 (0.1)
Total						336 (100.0)	76.442 (100.0)

* Named Tamil Nadu with effect from January 14, 1969.

NOTE : Figures within brackets are percentages to respective totals.

Source :—Returns received under the Factories Act, 1948.

the Government of India appointed another Committee, namely the Labour Investigation Committee, to enquire into conditions of labour in all important industries. The Committee conducted in 1944-45 detailed investigations in 38 industries and, besides a main report on labour conditions in general, published individual reports in respect of various industries. The Labour Investigation Committee did not survey the Tobacco Curing Industry as a separate industry, presumably because this industry was not an important one at that time. However, the Committee conducted investigations in Bidi, Cigar and Cigarette industries. These reports provided valuable material for the formulation of labour policy. The years that followed witnessed many changes of far-reaching significance. For instance, many legislative measures were adopted to improve working and living conditions and several schemes were enforced for promoting welfare and social security of workers. The setting up of the adjudication machinery also led to improvement in conditions of work and increase in wages of workers in various industries. Above all, the attainment of Independence by the country gave a new Status to the working classes. In view of these developments, the Ministry of Labour as well as the Planning Commission considered it necessary that a fresh comprehensive survey of labour conditions in various industries should be

conducted. Such a survey, it was felt, would also help the Government in obtaining a precise picture of the existing conditions and problems of labour for purposes of deciding the future course of action. Accordingly, a scheme for the conduct of a Survey of Labour Conditions was included in the Second Five Year Plan and the Labour Bureau was entrusted with its execution. The scheme drawn up by the Bureau envisaged the coverage of 46 industries according to a phased programme in four rounds. Tobacco Curing Industry was one of the 18 industries covered during the fourth round (1965-66) of the Survey of Labour Conditions.

1.3 *Scope and Design*

A note given in the Appendix to this Report spells out the details relating to sample design and the method of estimation adopted. In view of the absence of a complete list of all Tobacco Curing Factories in the country, it was decided that the scope of the Survey should be confined to establishments registered under the Factories Act, 1948. The list of registered factories during 1963 was used as the frame except in case of Andhra Pradesh and Maharashtra for which the lists related to the year 1962. Since there was high concentration of factories in Andhra Pradesh, and especially in Guntur district, Guntur and the 'Rest of Andhra Pradesh' were treated as separate strata. All other Tobacco Curing factories scattered in the remaining States were clubbed together to form the Residual Group.

Since the past experience of the surveys in other industries had shown that wide variations existed in conditions of work, standards of welfare, amenities, etc., in the units of different size-groups in each industry, it was felt that it would be useful to have separate data for units of different sizes. It was, therefore, decided that for purposes of the Survey, units of the Industry should be divided into two size-groups—large and small. For this purpose, the cut off point chosen was 190 which was approximately equal to the average size of employment per factory. The sampling fraction adopted was 33 per cent. of all the large-size factories and 25 per cent. of small-size factories, Statement 1.2 (on the next page) shows the number of Tobacco Curing factories together with the number of workers employed therein (a) in the frame (b) in the sample, and (c) in the sample actually covered.

The Survey ultimately covered about 17 per cent. of the factories and nearly 27 per cent. of the workers employed therein. Since only those factories came in the sample as featured in the frame and as it was not possible to take account of new factories which came into being upto and during the period of the Survey, the information given in this Report should be treated to relate to the factories which were in existence during the period to which the frame relates (i.e. 1962-1963) and which continued to exist at the time of the Survey (i.e. 1965-66).

The data were collected through personal visits of the field staff of the Bureau. With a view to testing the schedule and instructions prepared for the Survey as also to impart training to the field staff, a pilot enquiry was conducted in September—October, 1959, before taking up the first round of the Survey of Labour Conditions Scheme in December, 1959. On the basis of the pilot enquiry as well as the experience gained during the

earlier three rounds of the Survey, some major changes were carried out in the schedule* used for the collection of data in the fourth round of the Survey. For example, information pertaining to absenteeism, labour turnover, pay period, earnings of Production Workers, etc., was not collected during the fourth round as such information was already being collected under other schemes of the Bureau viz., Occupational Wage Survey and Annual Survey of Industries.

The main field enquiry was launched in April, 1965 and completed in February, 1966. Since the enquiry in essence was conducted during 1965-66, the data collected, except where specifically mentioned, should be treated to relate to this period.

STATEMENT 1.2

Number of Tobacco Curing Factories and Workers Employed therein in the Frame, Sample, etc.

Centre	In the Frame 1963†		In the Sampled Selected		In the Sample Actually Covered	
	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed	Number of Factories	Number of Workers Employed
1	2	3	4	5	6	7
1. Guntur	321	63,102	88	18,868	50 (15·6)	14,066 (22·3)
Large Factories ..	82	44,960	28	14,224	19 (23·2)	11,407 (25·4)
Small Factories ..	239	18,142	60	4,644	31 (13·0)	2,659 (14·7)
2. Rest of Andhra Pradesh	29	13,870	9	6,978	8 (27·6)	6,358 (45·8)
Large Factories ..	18	12,878	6	6,644	5 (27·8)	6,024 (46·8)
Small Factories ..	11	992	3	334	3 (27·3)	334 (33·7)
3. Residual	48	2,851	13	1,259	10 (20·8)	1,221 (42·8)
Large Factories ..	1	700	1	700	1 (100·0)	700 (100·0)
Small Factories ..	47	2,151	12	559	9 (19·1)	521 (24·2)
4. All India	398	79,823	110	27,105	68 (17·1)	21,645 (27·1)
Large Factories ..	101	58,538	35	21,568	25 (24·8)	18,131 (31·0)
Small Factories ..	297	21,285	75	5,537	43 (14·5)	3,514 (16·5)

* The Schedule used for the Survey has been published in the Report on Survey of Labour Conditions in Artificial Manure Factories in India (1965-66).

NOTE:—Figures within brackets in Columns (6) and (7) are percentages to the total number of factories and workers as given in Cols. (2) and (3) respectively.

†The frame relates to list of registered factories for the year 1963 except for Andhra Pradesh and Maharashtra for which the list related to 1962.

CHAPTER II

EMPLOYMENT

With a view to ensuring comparability as well as uniformity of statistics obtained from the different sampled establishments, data pertaining to employment were collected as on a fixed date, i.e., 31st March, 1965*. The results of the Survey show that, on this date, the total estimated employment strength of the Tobacco Curing factories registered under the Factories Act, 1948, was 98.7 thousand. This estimate, differs from the statistics furnished under the Factories Act, 1948, for the year 1965, i.e. 76.4 thousand, mainly because of the fact that whereas the former represents the estimate based on the actual number of persons on roll on a particular date, the latter shows the average daily employment for the whole year. Besides, while the former includes even those employees who, though employed in registered factories, were deemed to be 'not covered' under the Factories Act, 1948, the latter figure does not take such employees into account.

2.1 *Composition of the Working Force*

2.1.1 *Distribution By Broad Occupational Groups*—For purposes of the Survey, the internationally accepted classification** of workers was followed, according to which the workers have been classified into the following five categories:—

- (a) Professional, Technical and Related Personnel;
- (b) Administrative, Executive and Managerial Personnel;
- (c) Clerical and Related Workers (including Supervisory);
- (d) Production and Related Workers (including Supervisory); and
- (e) Watch and Ward and Other Services;

Based on the above classification, the estimated percentage distribution of workers in Tobacco Curing factories is given in Statement 2.1 (on the next page).

It would be seen from the Statement that the working force in the Tobacco Curing Industry comprised predominantly 'Production and Related Workers' who accounted for about 95 per cent. of the total working force. The proportion of workers belonging to this group varied from about 85 per cent. in the Residual Group to about 96 per cent. in Guntur. The proportion of production workers was higher in small size factories than in large ones both at the centre and all India level. The remaining four groups accounted for the rest of about 5 per cent. of workers.

*In case of certain establishments, the data for this specified date could not be collected due to various reasons, such as, late start of season in a particular region, strike in the factory, work in the unit not being normal on the specified date, etc. However, in most of such cases the date for which data were collected was either in March or April, 1965.

** International Standard Classification of Occupations adopted by the I.L.O.

STATEMENT 2.1

Estimated Percentage Distribution of Workers by Broad Occupational Groups*

(31st March, 1965)

Centre	Total Number of Workers (Estimated)	Estimated Percentage of Workers in the Group				
		Professional, Technical and Related Personnel	Administrative, Executive and Managerial Personnel	Clerical and Related Workers (including Supervisory)	Production and Related Workers (including Supervisory)	Watch and Ward and Other Services
1	2	3	4	5	6	7
1. Guntur	82,454	0.1	0.2	2.2	95.8	1.7
Large Factories ..	59,712	0.1	0.2	2.4	95.3	2.0
Small Factories ..	22,742	0.1	0.1	1.9	97.0	0.9
2. Rest of Andhra Pradesh	14,017	0.3	0.2	2.4	94.3	2.8
Large Factories ..	13,272	0.3	0.2	2.5	94.1	2.9
Small Factories ..	745	0.4	0.3	1.9	97.2	0.2
3. Residual	2,230	1.4	2.4	8.3	84.9	3.0
Large Factories ..	29	3.5	10.3	34.5	31.0	20.7
Small Factories ..	2,201	1.4	2.3	8.0	85.6	2.7
4. All India	98,701	0.2	0.3	2.4	95.3	1.8
Large Factories ..	73,013	0.2	0.2	2.4	95.1	2.1
Small Factories ..	25,688	0.2	0.3	2.4	96.0	1.1

* 'Covered' as well as 'Not Covered' under the Factories Act, 1948.

2.1.2 *Distribution of Workers by 'Covered' and 'Not Covered' Categories under the Factories Act, 1948*—The Factories Act, 1948, defines worker as "a person employed, directly or through any agency, whether for wages or not, in any manufacturing process, or in cleaning any part of the machinery or premises used for a manufacturing process, or in any other kind of work incidental to or connected with the manufacturing process or the subject of manufacturing process:....." During the course of the Survey, it was observed that there was no uniformity with regard to the interpretation of the above definition of 'workers' and, consequently, while some units had included certain categories of employees among those 'covered' under the Factories Act, others tended to exclude them. Such workers as were not covered under the Factories Act, 1948, formed only a small proportion of the total workers in the Industry, being less than even one per cent. As amongst the different centres, the proportion of such workers was the highest (about 3 per cent.) in the Residual Group, followed by the 'Rest of Andhra Pradesh' (about 2 per cent.) and the lowest (0.4 per cent.) in Guntur. Further details appear in Statement 2.2.

STATEMENT 2.2

Estimated Percentage Distribution of Workers By 'Covered' and 'Not Covered' Categories under the Factories Act, 1948

(31st March, 1965)

Centre		Professional, Technical and Related Personnel		Administrative, Executive and Managerial Personnel		Clerical and Related Workers (including Supervisory)	
		Covered	Not covered	Covered	Not covered	Covered	Not covered
1		2	3	4	5	6	7
1. Guntur ..	..	75.6	24.4	45.7	54.3	92.9	7.1
Large Factories ..	..	75.4	24.6	45.2	54.8	98.0	2.0
Small Factories ..	..	76.5	23.5	50.0	50.0	76.5	23.5
2. Rest of Andhra Pradesh		57.5	42.5	—	100.0	90.8	9.2
Large Factories ..	..	61.4	38.6	—	100.0	92.6	7.4
Small Factories ..	..	—	100.0	—	100.0	50.0	50.0
3. Residual ..	..	45.2	54.8	30.2	69.8	93.0	7.0
Large Factories ..	..	100.0	—	100.0	—	100.0	—
Small Factories ..	..	43.3	56.7	26.0	74.0	92.6	7.4
4. All India ..	..	64.6	35.4	36.2	63.8	92.6	7.4
Large Factories ..	..	70.2	29.8	38.1	61.9	97.0	3.0
Small Factories ..	..	52.0	48.0	31.4	68.6	80.4	19.6

Centre		Production and Related Workers (including Supervisory)		Watch and Ward and Other Services		Total	
		Covered	Not covered	Covered	Not covered	Covered	Not covered
1		8	9	10	11	12	13
1. Guntur ..	..	100.0	*	94.8	5.2	99.6	0.4
Large Factories ..	..	100.00	*	96.1	3.9	99.7	0.3
Small Factories ..	..	99.9	0.1	87.0	12.1	99.3	0.7
2. Rest of Andhra Pradesh		99.8	0.2	66.0	34.0	98.2	1.8
Large Factories ..	..	99.7	0.3	66.3	33.7	98.2	1.8
Small Factories ..	..	100.0	—	—	100.0	98.1	1.9
3. Residual ..	..	99.8	0.2	100.0	—	96.9	3.1
Large Factories ..	..	100.0	—	100.0	—	100.0	—
Small Factories ..	..	99.8	0.2	100.0	—	96.8	3.2
4. All India ..	..	99.9	0.1	88.9	11.1	99.3	0.7
Large Factories ..	..	99.9	0.1	88.8	11.2	99.4	0.6
Small Factories ..	..	99.9	0.1	89.9	10.1	99.1	0.9

*Less than 0.05.

Almost all production workers were covered under the Factories Act. The proportion of workers who were not covered under the Act was the highest (about 64 per cent.) in the Group "Administrative, Executive and

Managerial Personnel", followed by those in the Group "Professional, Technical and Related Personnel".

A further examination of the data has revealed that, of the total estimated number of 98,043 workers covered under the Act, 95.9 per cent. were Production and Related Workers, 2.2 per cent. were Clerical and Related Workers, 1.7 per cent. were watch and ward employees and 0.1 per cent. each belonged to the group 'Professional, Technical and Related Personnel' and 'Administrative, Executive and Managerial Personnel'. Similarly, the break-up of the total number of 658 workers 'not covered' under the Act was 9.6, 26.6, 30.7, 8.8 and 24.3 per cent. for the above mentioned groups, respectively.

2.3 Employment of Women

A special feature of the Industry is that an overwhelming majority of Tobacco Curing factories employed women workers and they formed about 86 per cent. of the total number of workers employed in the Industry, as a whole. As amongst the different centres, the proportion of women workers to the total working force was the highest (about 89 per cent.) in Guntur, followed by the 'Rest of Andhra Pradesh' (about 79 per cent.) and the lowest (about 17 per cent.) in the Residual Group. The statistics regarding the employment strength of women workers and the proportion of factories employing them are presented in Statement 2.3.

STATEMENT 2.3
Estimated Proportion of Women Workers
(31st March, 1965)

Centre			Total Number of Factories†	Percent- age of Factories Employing Women	Total Number of Workers*	Percent- age of Women Workers (of Col. 4)	Percentage of Women Workers to the Total Number of Women in the Industry
1			2	3	4	5	6
1.	Guntur .. ..	..	201	96.1	82,454	88.7	88.5
	Large Factories .. ..	..	63	94.7	59,712	87.9	83.4
	Small Factories .. ..	..	138	96.8	22,742	90.9	95.6
2.	Rest of Andhra Pradesh .. ..	..	18	100.0	14,017	78.7	13.1
	Large Factories .. ..	..	9	100.0	13,272	78.7	16.6
	Small Factories .. ..	..	9	100.0	745	78.7	2.7
3.	Residual .. ..	..	42	32.6	2,230	16.7	0.4
	Large Factories .. ..	..	1	—	29	—	—
	Small Factories .. ..	..	41	33.3	2,201	16.9	1.7
4.	All India .. ..	..	261	86.2	98,701	85.6	100.0
	Large Factories .. ..	..	73	94.1	73,013	86.2	100.0
	Small Factories .. ..	..	188	83.1	25,688	84.2	100.0

*Both 'Covered' and 'Not Covered' under the Factories Act, 1948.

†This number does not tally with the number of factories in Statement 1.1. The difference is due to the fact that certain number of factories were found closed at the time of the Survey.

It would appear from the Statement that 86.5 per cent. of the women workers were employed in Guntur alone. Very few women were employed in factories in the Residual Group.

Data were also collected in respect of the distribution of women workers by broad occupational groups. It was found that almost all (99.6 per cent.) of the women were employed as 'Production and Related Workers'. Only a negligible proportion (0.4 per cent.) of them were in the groups 'Watch and Ward and Other Services' and 'Professional, Technical and Related Personnel' and were employed as creche attendants, nurses, midwives, compounders, sweepers, maid servants, etc. As production workers, women were mainly employed as graders, packers, sorters and table checkers, etc. The main reason given by the employers for the employment of women workers was their suitability for the jobs they were engaged on, particularly those of sorting and grading of leaves which are light jobs requiring patience.

2.4 *Adolescents and Children*

The Survey has revealed that only two small factories, one each in Guntur and the 'Rest of Andhra Pradesh', had employed a few adolescents i.e., persons between the age of 15 and 18 years, and they formed a very insignificant proportion of total workers in the Industry. Adolescents were, generally, employed on such jobs as distribution of tobacco leaves to the graders, grading of tobacco leaves according to their colour and texture, preparation of bales, etc. Light nature of work and willingness to accept low wages were stated to be the main reasons for employing adolescents.

Child labour was, however, not employed in any of the units covered during the Survey.

2.5 *Contract Labour*

None of the units covered during the Survey employed any workers through contractors.

2.6 *Time-rated and Piece-rated Workers*

During the present Survey, data regarding distribution of 'Production Workers' by method of payment, i.e., time-rated and piece-rated workers, were collected in respect of those workers who were covered under the Factories Act, 1948, whether employed directly or through contractors. The statistics are presented in Statement 2.4 (on the next page).

It will be seen from the Statement that in the Industry, as a whole, the predominant system of payment was time-rate which accounted for about 99 per cent. of the workers, the remaining about one per cent. were piece-rated workers. As amongst the different centres, the percentage of time-rated workers varied from about 73 in the Residual Group of factories to nearly 100 in Guntur.

STATEMENT 2.4

Estimated Percentage Distribution of 'Production and Related Workers (including Supervisory)' by Method of Payment
(31st March, 1965)

Centre	Total Number of Production Workers*	Percentage Distribution of Workers by sex and Method of Payment									
		Distribution of Workers into		Men			Women			Adolescents	
		Time- rated	Piece- rated	Time- rated	Piece- rated	Time- rated	Time- rated	Piece- rated	Time- rated	Piece- rated	Time- rated
1	2	3	4	5	6	7	8	9	10		
1. Guntur ..	78,937	99.6	0.4	94.7	5.3	100.0	—	100.0	—		
Large Factories ..	56,916	99.4	0.6	93.1	6.9	100.0	—	—	—		
Small Factories ..	22,041	100.0	—	100.0	—	100.0	—	100.0	—		
2. Rest of Andhra Pradesh ..	13,180	97.7	2.3	86.1	13.9	100.0	—	100.0	—		
Large Factories ..	12,456	97.9	2.1	87.2	12.8	100.0	—	—	—		
Small Factories ..	724	94.8	5.2	66.7	33.3	100.0	—	100.0	—		
3. Residual ..	1,891	73.4	26.6	78.8	21.2	51.7	48.3	—	—		
Large Factories ..	9	100.0	—	100.0	—	—	—	—	—		
Small Factories ..	1,882	73.3	26.7	78.7	21.3	51.7	48.3	—	—		
4. All India ..	94,028	98.8	1.2	90.3	9.7	99.8	0.2	100.0	—		
Large Factories ..	69,381	99.2	0.8	91.3	8.7	100.0	—	—	—		
Small Factories ..	24,647	97.8	2.2	88.1	11.9	99.2	0.8	100.0	—		

* Covered under the Factories Act, 1948.

2.7 System of Recruitment

The present Survey has shown that almost all the workers in the Industry were found to have been recruited directly by the managements' recruitment at the factory gate itself accounted for nearly 67 per cent. of the workers, that effected through labour office for about 30 per cent. and the remaining 3 per cent. of the workers were recruited by departmental heads. The practice of recruiting workers through labour offices existed in large factories in Guntur and the 'Rest of Andhra Pradesh'. In small factories in all the centres, the workers were recruited mostly at the factory gate, except in Guntur where about 12 per cent. of the workers were recruited through departmental heads. It is worth mentioning that none of the factories surveyed had resorted to recruitment of workers through intermediaries such as, mistries, jobbers or labour contractors. None of the employees was reported to have been recruited through Employment Exchange either.

2.8 Employment Status

During the course of the Survey, information pertaining to the classification of directly employed 'Production Workers' into different categories according to employment status was also collected and is presented in Statement 2.5. For purposes of classification of workers into permanent, temporary, probationers, *badli*, casual, etc., generally, the definitions as contained in the Standing Orders framed under the Industrial Employment (Standing Orders) Act, 1946, or some of the State Acts, were relied upon. However, since these Acts apply to only those establishments which employ more than a certain number of workers, many of the Tobacco Curing factories had not framed such Standing Orders. In their case, reliance was placed on the version of the managements.

STATEMENT 2.5

Estimated Percentage Distribution of 'Production and Related Workers (including Supervisory)' by Employment Status
(31st March, 1965)

Centre	Total Number of Production Workers*	Percentage Distribution of Workers					
		Perma- nent Workers	Pro' a- tioners	Tempo- rary Workers	Badlies	Cas- ual Workers	Appren- tices
1	2	3	4	5	6	7	8
1. Guntur ..	78,957	13.7	0.2	84.4	—	1.7	—
Large Factories ..	56,916	18.2	0.3	80.3	—	1.2	—
Small Factories ..	22,041	2.1	—	95.0	—	2.9	—
2. Rest of Andhra Pra- desh ..	13,180	3.7	2.7	93.6	—	—	—
Large Factories ..	12,456	3.9	2.8	93.3	—	—	—
Small Factories ..	724	—	—	100.0	—	—	—
3. Residual ..	1,891	97.4	—	0.9	—	1.7	—
Large Factories ..	9	100.0	—	—	—	—	—
Small Factories ..	1,882	97.4	—	0.9	—	1.7	—
4. All India ..	94,028	14.0	0.6	84.0	—	1.4	—
Large Factories ..	69,381	15.7	0.8	82.6	—	0.9	—
Small Factories ..	24,647	9.3	—	87.9	—	2.8	—

*Covered under the Factories Act, 1948, and employed directly.

It will be seen from the Statement that 84 per cent. of the 'Production Workers' in the Industry were temporary, 14 per cent. permanent and the remaining 2 per cent. were casual workers and probationers. The preponderance of temporary workers appears to be due to seasonal character of the Industry.

About 97 per cent. of the production workers were permanent in factories in the Residual Group as against nearly 14 per cent. in Guntur and about 4 per cent. in the 'Rest of Andhra Pradesh'. It was also noticed that the proportion of permanent workers was higher in large-size establishments as compared to the small ones.

2.9 Length of Service

A study of distribution of directly employed 'Production Workers' according to length of service was made during the present Survey. Wherever managements maintained any record showing the date of appointment of their employees (e.g., service cards, leave records, etc.), the information was collected from such records, but in their absence, the version of the managements was relied upon. It was also reported that because of the seasonal nature of the Industry, the workers were not in continuous employment throughout the year and in a large number of units, records showing the length of service of the employees were almost non-existent. In such cases, the memory of the employer and the concerned employees had to be relied upon. The data collected are presented in Statement 2.6.

STATEMENT 2.6

Estimated Percentage Distribution of 'Production and Related Workers (including Supervisory)' According to Length of Service
(31st March, 1965)

Centre		Total Number of Pro- duction Workers*	Percentage Distribution of Workers having Length of Service of				
			Under 1 year	1 year and above but under 5 years	5 years and above but under 10 years	10 years and above but under 15 years	15 years and above
1		2	3	4	5	6	7
1. Guntur ..	..	78,957	15.8	32.7	29.8	13.5	8.2
Large Factories ..	..	56,916	6.6	29.1	34.4	18.7	11.2
Small Factories ..	..	22,041	39.3	42.2	17.6	0.2	0.7
2. Rest of Andhra Pradesh		13,180	20.1	16.0	14.0	6.6	43.3
Large Factories ..	..	12,456	18.7	14.9	13.6	6.9	45.9
Small Factories ..	..	724	43.4	34.5	19.8	2.3	—
3. Residual ..	..	1,891	18.4	31.6	13.4	19.9	16.7
Large Factories ..	..	9	—	22.2	—	55.6	22.2
Small Factories ..	..	1,882	18.6	31.6	13.4	19.8	16.6
4. All-India ..	..	94,028	16.4	30.4	27.2	12.7	13.3
Large Factories ..	..	69,381	8.8	26.5	30.7	16.6	17.4
Small Factories ..	..	24,647	37.9	41.2	17.3	1.7	1.9

*Covered under the Factories Act, 1948 and employed directly.

It would appear from the Statement that a majority of 'Production Workers' in the Industry (i.e., about 47 per cent.) had less than 5 years' service to their credit as on 31st March, 1965. Nearly 40 per cent. of the workers had put in 5 years' and more but less than 15 years' service and about 13 per cent. of the workers had 15 years and more of service to their credit.

The proportion of workers with larger length of service i.e., 5 years or more, was significantly higher in large factories as compared to those employed in small establishments. About two thirds of the workers in the 'Rest of Andhra Pradesh' had a service of 5 years or more to their credit on the specified date as against nearly half of the workers in the other two centres.

2.10 *Absenteeism and Labour Turnover*

As mentioned earlier, during the present Survey, statistical data pertaining to absenteeism and labour turnover were not collected because such information had already been collected separately by the Bureau under the Annual Survey of Industries. Since the data collected during the Annual Survey of Industries, 1964, are still in the processing stage, no use could be made of them in this Report. However, in the present Survey, an attempt was made to have a general idea about the measures and steps taken by the managements to reduce absenteeism and labour turnover. Such information collected during the Survey revealed that only about 3 per cent. of all factories, comprising about 6 per cent. of large and 2 per cent. of small, were found to have adopted some measures to reduce absenteeism. The factories attempting to reduce absenteeism comprised about 2 per cent. of the units in Guntur and nearly 13 per cent. in the Residual Group. Generally, the steps taken by the employers to reduce absenteeism included deduction of wages, explanation calls and action as laid down in the Standing Orders.

None of the units visited in the course of the Survey had, however, adopted any measures to reduce labour turnover.

2.11 *Regulation of Employment of Badli and Casual Labour*

The system of employment of *badli* workers was not in vogue in any of the units surveyed. Casual labour was engaged in about 6 per cent. of the units. Only in one factory, there was a system of regulating employment of these workers by absorbing them against regular posts as and when a vacancy arose on the basis of their seniority and efficiency.

2.12 *Training and Apprenticeship*

In the Tobacco Curing Industry, not much skill is required for any operation. This probably explains why in none of the units surveyed there was any system of training or apprenticeship. The little know-how necessary to perform the job was acquired by the workers by associating themselves with the old workers who had been on the jobs for some time.

CHAPTER III

WAGES AND EARNINGS

During the course of the present Survey, no attempt was made to collect data on wage rates for individual occupations as well as wage revisions since this information had already been collected by the Labour Bureau under the Second Occupational Wage Survey (1963—65).

3.5 Earnings

3.1.1 *Average Daily Earnings of Different Categories of Workers*—As mentioned earlier, in order to avoid duplication in the collection of data, information relating to pay-period and earnings of 'Production Workers' and 'All Workers' which was to be collected under the Second Occupational Wage Survey, was not collected during the present Survey. Since the data collected under the Occupational Wage Survey are yet being processed, it has not been possible to incorporate the same in this Report. The data on earnings collected during the present Survey, therefore, relate to only four categories of workers, viz., 'Professional, Technical and Related Personnel', 'Administrative, Executive and Managerial Personnel', 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services'. This information relates to the pay-period immediately preceding the specified date, i.e., 31st March, 1965, and is in respect of workers covered under the Factories Act, 1948. Statement 3.1 shows the average daily earnings of different categories of workers during March, 1965.

STATEMENT 3.1

Estimated Average Daily Earnings of Workers by Broad Occupational Groups*
(March, 1965)

Centre					Pro- fessional, Techni- cal and Related Person- nel	Admi- nistrative, Exe- cutive and Mana- gerial Person- nel	Clerical and Related Workers (including Super- visory)	Watch and Ward and Other Services
1	2	3	4	5				
1. Guntur	6.97	18.27	5.97	3.15
Large Factories	6.95	19.72	6.19	3.15
Small Factories	7.06	7.09	4.95	3.15
2. Rest of Andhra Pradesh	10.74	—	9.79	4.36
Large Factories	10.74	—	9.89	4.36
Small Factories	—	—	5.57	—
3. Residual	2.63	8.99	3.55	2.39
Large Factories	—	14.03	7.65	4.44
Small Factories	2.63	7.93	3.31	2.24
4. All-India	7.45	16.64	6.33	3.31
Large Factories	8.20	19.49	6.85	3.37
Small Factories	5.10	7.60	4.39	2.93

*Covered under the Factories Act, 1948.

It will be seen from the Statement that, at the Industry level, the average daily earnings of workers belonging to the Group 'Administrative, Executive and Managerial Personnel' were the highest (Rs. 16.64), followed by those of 'Professional, Technical and Related Personnel' (Rs. 7.45), 'Clerical and Related Workers (including Supervisory)' (Rs. 6.33) and the lowest (Rs. 3.31) in the group 'Watch and Ward and other Services'. Among the different centres, the average daily earnings of workers in all the groups in 'Rest of Andhra Pradesh' except 'Administrative, Executive and Managerial Personnel', where no such workers were employed, were higher than of those employed in other centres. The average daily earnings of workers employed in large factories were generally higher than those of their counter-parts in small ones.

3.1.2 *Average Daily Earnings of All Workers*—Statement 3.2 shows the average daily earnings, by components, of all workers during 1965 in the Tobacco Curing factories in the country. The information is based on returns received under the Payment of Wages Act, 1936, and relates to employees earning less than Rs. 400 per month and employed in factories as defined under section 2(m) of the Factories Act, 1948, i.e., factories employing (i) 10 or more workers and using power and (ii) 20 or more workers and not using power. It may be mentioned that since the data have been compiled for factories submitting returns, they are subject to errors of non-response. Under the Payment of Wages Act, figures are separately collected for total earnings (before deductions) of employees covered under the Act and the corresponding total man-days worked. Average daily earnings are derived by dividing the former by the latter.

STATEMENT 3.2

Average Daily Earnings of All Workers by Components (During 1965)

Component						Average Daily Earnings	Percentage
						Rs.	
1						2	3
1. Basic Wage	..	..	..	..	..	2.41	73.70
2. Cash Allowances (including dearness allowance)	..				..	0.74	22.68
3. Bonuses	..	..	..	..	..	0.10	3.06
4. Money Value of Concessions in Kind	..	..	..	..	..	0.02	0.61
5. Arrears	..	..	..	..	..	*
Total						3.27	100.00

* Less than Re. 0.005.

It will be seen from the Statement that basic wage alone accounted for about 74 per cent. of the total earnings, followed by cash allowances (about 23 per cent.) and bonuses (about 3 per cent.). The contribution of arrears and money value of concessions in kind was insignificant.

Dearness Allowance

The Survey results show that dearness allowance, in addition to basic wage, was being paid in about 31 per cent. of the Tobacco Curing Factories in the country, out of which large factories accounted for about 73 per cent. and small factories for about 14 per cent. As amongst the different centres, separate dearness allowance was being paid in 50 per cent. of the factories in 'Rest of Andhra Pradesh', about 35 per cent. of the units in the Residual Group and about 28 per cent. in Guntur. Of the factories paying a separate dearness allowance, about 30 per cent. were paying it according to income slabs which varied widely from unit to unit. In about 25 per cent. of the units, located in Guntur and 'Rest of Andhra Pradesh' the rate of dearness allowance was linked to the Consumer Price Index Number for Eluru. About 11 per cent. of the units, all being small and located in the Residual Group, were paying dearness allowance at flat rate which was Rs. 23 per month or 30 per cent. of basic pay for all categories of employees. In about 19 per cent. of the factories—all large and located in Guntur and 'Rest of Andhra Pradesh'—different rates of dearness allowance were found to have been fixed for different income slabs in case of monthly rated workers while it was at flat rates ranging from Rs. 1.31 to Rs. 1.36 per day for daily-rated workers. In the remaining (15 per cent.) factories mostly small and located in Guntur and the Residual Group, no system for the payment of dearness allowance was being followed and its payment depended on the discretion of the management.

3.3 Other Allowances

3.3.1 Production/Incentive Bonus or Pay—The system of paying production/incentive bonus or pay was found to be in vogue in only three large factories, one in Guntur and two in the 'Rest of Andhra Pradesh', together constituting about 3 per cent. of the factories in the Industry. Workers who were directly connected with production processes, such as grading of tobacco leaves, checking of graded tobacco, leaf handling and stemming of tobacco, etc., were entitled to receive this benefit on attainment of a prefixed target. The rate of payment in one large factory in 'Rest of Andhra Pradesh' was linked with the stemming output and ranged from Re. 0.03 for an output of 7 to $7\frac{1}{2}$ Kgs. to Re. 0.18 for an output of $9\frac{1}{2}$ to 10 Kgs. per day. In the other large unit in this centre production bonus was paid to graders in case the average output in a season exceeded 50 Kgs. per head per day. The rates of payment were Re. 0.03 per Kg. for an output of 50 to 55 Kgs., Re. 0.05 per Kg. for an output between 55 and 61 Kgs. and Re. 0.08 per Kg. for an output between 61 and 72 Kgs. The remaining one large factory, situated in Guntur, paid production allowance to checkers of graded tobacco at the final packing stage at the rate of Re. 0.15 per day without any condition.

3.3.2 Night Shift Allowance—None of the Tobacco Curing factories covered during the Survey and working night shift paid any night shift allowance to workers.

3.3.3 House Rent Allowance—Roughly 14 per cent. of the units in the Industry, comprising about 32 per cent. large and about 7 per cent. small, were paying some house rent allowance to their employees. The percentage of factories paying house rent was nearly 16 in Guntur and 11

in the Residual Group. No such allowance was paid in the factories covered in 'Rest of Andhra Pradesh'. In a majority of the units paying house rent allowance, only monthly-rated employees were reported to be receiving this benefit without any condition. The rates of house rent allowance were found to vary from unit to unit. However, in a majority of the units in Guntur, the allowance paid varied from Rs. 6 to Rs. 12 per month, depending upon the earnings of the employees. In the 'Residual Group', where only one factory was paying this allowance, only clerical staff not residing in that town were paid an amount equivalent to actual rent paid by them.

3.3.4 Transport or Conveyance Allowance—The Survey results show that transport or conveyance allowance was being paid to some of the workers only in three units surveyed in the Residual Group, constituting about 4 per cent. of the factories in the Industry. The persons who received this allowance were drivers, cleaners, salesmen, etc., who were supposed to perform their duties out side the factory. The rate of payment varied from Rs. 2.50 to Rs. 10 per month depending upon the post.

3.3.5 Other Cash Allowances—Certain special allowances to certain specific categories of workers such as leaf carriers, case makers, loaders, sweepers, packers, watchmen, clerks, etc., were also being paid in about 3 per cent. of the factories in the country, all of which were large.

3.4 Bonuses

3.4.1 Annual/Year-end Bonus—It is estimated that about 53 per cent. of the Tobacco Curing factories in the country, comprising about 86 per cent. of large and nearly 41 per cent. small, were paying annual bonus to their employees. In the Residual Group, annual bonus was being paid in about 57 per cent. of the units and in Guntur and the 'Rest of Andhra Pradesh' the percentage of such units was about 53 and 50 respectively. In about 61 per cent. of the factories paying this bonus, there were regular schemes for the purpose. Nearly 78 per cent. of the units paying bonus paid the same to all categories of employees and in the remaining units only some of the employees, such as, clerical and watch and ward staff or monthly-rated workers, were entitled to receive bonus. In about 56 per cent. of the units, no condition was attached for eligibility to bonus payment. In other units, the most common condition for eligibility to bonus payment was six months' to one year's service in the bonus year in case of monthly-rated workers and for 24 days' to 52 days' service in case of daily-rated workers.

In roughly 47 per cent. of the units, payment of annual bonus depended upon the discretion of the management, in about 37 per cent. it was paid as a result of agreement between employers and employees and in about 8 per cent. of the units, the payment to daily-rated workers was made at the discretion of the management while for monthly-rated workers it was as a result of agreement between employers and employees. In another 6 per cent. of the units, it was by virtue of Bonus Ordinance, 1965. In one unit, which accounted for the remaining about 2 per cent. of the factories the daily-rated workers were covered by Bonus Ordinance, 1965, while the monthly-rated workers were getting as per agreement between employer and employees.

The rate of payment varied from unit to unit as also for different categories of workers. It generally ranged from one month's salary or basic wage to four months' basic pay or salary. There were also cases where the payments were related to the total earnings of the workers during the bonus year. In such cases, the rate of payment varied from 4 per cent. to 10 per cent. of the total earnings during the bonus year.

3.4.2 Festival Bonus—The system of paying festival bonus was prevalent in only one of the small factories surveyed in the Residual Group, representing about 2 per cent. of all Tobacco Curing factories in the country. The scheme was regular and an amount equivalent to 56 days' wages was being paid to all workers who had put in a minimum of six months' service in a year.

3.4.3 Profit-Sharing Bonus—None of the units surveyed in the Tobacco Curing Industry paid any profit-sharing bonus to its workers.

3.5 Fines and Deductions

The Survey results show that none of the units surveyed was imposing any fine on its workers. Deductions, wherever made, were in conformity with the provisions of the Payment of Wages Act, 1936.

CHAPTER IV

WORKING CONDITIONS

Working conditions obtaining in industries in India have all along attracted the attention of the Government of India as well as the State Governments. As a result, significant improvements in the conditions of work owe a good deal to the legislative enactments, particularly the Factories Act, 1948. The following paragraphs describe the state of working conditions in the Tobacco Curing Industry at the time of the Survey.

4.1 Shifts

The Survey results show that as many as about 96 per cent. of the Tobacco Curing factories in the country were working one shift a day, the remaining had two or three shifts. Details appear in Statement 4.1.

STATEMENT 4.1

Estimated Percentage Distribution of Factories According to Number of Shifts
(1965-66)

Centre	Number of Factories	Percentage of Factories having			Percentage of Factories having Night shifts
		One shift	Two shifts	Three shifts	
1. Guntur	201	97.8	—	2.2	2.2
Large Factories	63	100.0	—	—	—
Small Factories	138	96.8	—	3.2	3.2
2. Rest of Andhra Pradesh	18	90.0	10.0	—	10.0
Large Factories	9	80.0	20.0	—	20.0
Small Factories	9	100.0	—	—	—
3. Residual	42	89.1	10.9	—	—
Large Factories	1	100.0	—	—	—
Small Factories	41	88.9	11.1	—	—
4. All-India	261	95.9	2.4	1.7	2.4
Large Factories	73	97.5	2.5	—	2.5
Small Factories	188	95.2	2.4	2.4	2.4

The practice of working double shift was found in only two factories, one each in 'Rest of Andhra Pradesh' and the Residual Group. Three shift working was noticed in only one large factory in Guntur.

Night shift* was being worked in only two factories—one large in 'Rest of Andhra Pradesh' and the other small in Guntur. Only the large factory had a regular system of weekly change-over of workers from

* For the purposes of the Survey, a Night Shift was treated as the one whose majority of working hours fell between 10 p.m. and 6 a.m.

one shift to another. In the small factory, night shift working was not a regular feature. Night shift was worked only when the volume of work was more than normal. Hence, in this unit, the question of a regular change-over of workers in the night shift did not arise. No night shift allowance was paid in either of these factories.

4.2 Hours of Work

Since the passing of the Factories Act, 1948, the hours of work for adult workers have been fixed at a maximum of 48 per week and 9 per day. The Chief Inspectors of Factories have been empowered to grant exemption from the above limit of daily hours of work in order to facilitate the change-over in any factory. The data collected during the present Survey show that a large majority of the factories (77 per cent.) worked between $7\frac{1}{2}$ and 8 hours a day and in about 18 per cent. of the factories, the working hours were more than 7 and up to $7\frac{1}{2}$. The remaining about 5 per cent. of the factories worked for 7 hours a day. Details about different centres are presented in Statement 4.2.

STATEMENT 4.2

Daily Hours of Work in Tobacco Curing Factories (1965-66)

Centro	Number of Factories	Estimated Percentage of Factories where		
		Daily Hours of Work for Majority of Adult Workers were		
		Equal to 7	More than 7 and upto $7\frac{1}{2}$	More than $7\frac{1}{2}$ and up to 8
1	2	3	4	5
1. Guntur	201	4.4	22.1	73.5
Large Factories	63	—	21.0	79.0
Small Factories	138	6.4	22.6	71.0
2. Rest of Andhra Pradesh	18	—	10.0	90.0
Large Factories	9	—	20.0	80.0
Small Factories	9	—	—	100.0
3. Residual	42	10.9	—	89.1
Large Factories	1	—	—	100.0
Small Factories	41	11.1	—	88.9
4. All India	261	5.2	17.7	77.1
Large Factories	73	—	20.6	79.4
Small Factories	188	7.1	16.6	76.3

In the case of the two factories working night shift, the hours of work for night shift workers were $7\frac{1}{2}$ in one and 8 in the other. These hours of work were the same as for the day-shift workers.

Adolescents, wherever employed, were observing the same hours of work as adult workers.

As regards the practice prevailing at the time of the Survey in respect of spread-over and rest-interval in the Tobacco Curing factories, the data collected appear in Statement 4.3.

STATEMENT 4.3

Estimated Percentage Distribution of Factories According to Duration of Spread-over and Rest Interval
(1965-66)

Centre	Number of Factories	Percentage of Factories where										
		Spread-over for adult Workers was						Rest Interval for adult Workers was				
		More than 7½ hours and up to 8 hours	More than 8 hours and up to 8½ hours	More than 8½ hours and up to 9 hours	More than 9 hours and up to 9½ hours	More than 9½ hours and up to 10 hours	More than 10 hours and less than 11 hr.	More than 1 hour and up to 1½ hours	More than 1½ hours and up to 2 hours	More than 2 hours and up to 2½ hours	More than 2½ hours and up to 3 hours	More than 3 hours and up to 3½ hours
1	2	3	4	5	6	7	8	9	10	11	12	13
Guntur	261	2.2	—	3.9	12.2	76.2	5.5	2.2	3.9	7.7	56.9	29.3
Large Factories	63	—	—	5.3	10.5	73.7	10.5	—	5.3	10.5	47.4	30.8
Small Factories	138	3.2	—	3.3	12.9	77.4	3.2	3.2	3.2	6.5	61.3	25.8
Rest of Andhra Pradesh	18	—	10.0	—	—	70.0	20.0	10.0	—	—	60.0	30.0
Large Factories	9	—	20.0	—	—	40.0	40.0	20.0	—	—	20.0	60.0
Small Factories	9	—	—	—	—	100.0	—	—	—	—	100.0	—
Rest of India	42	10.8	—	34.9	32.6	21.7	—	—	45.8	32.5	21.7	—
Large Factories	1	—	—	100.0	—	—	—	—	100.0	—	—	—
Small Factories	41	11.1	—	33.3	33.4	22.2	—	—	41.5	33.3	22.2	—
All-India	261	3.5	0.7	8.6	14.6	67.0	5.6	2.4	10.3	11.2	51.5	24.6
Large Factories	73	—	2.5	5.9	9.1	63.5	14.0	2.5	5.9	9.1	43.3	39.2
Small Factories	188	4.8	—	9.6	16.7	66.5	2.4	2.4	12.1	12.0	54.6	18.9

It is apparent from the Statement that all the factories were allowing some rest interval to their workers. In fact, in about 52 per cent. of the factories its duration was between $1\frac{1}{2}$ and 2 hours.

4.3 *Dust and Fumes*

The Survey results show that processes giving off considerable amount of dust such as cleaning, cutting, powdering and filtering of tobacco, separation of big leaves from the small ones, grinding and soaking of tobacco, etc., were being carried on in about 20 per cent. of the factories in the country. About 49 per cent. of these units had adopted some precautionary measures to safeguard workers against dust hazard. All these factories had isolated dusty processes from other operations. In some factories in the Residual Group and Guntur, other measures such as provision of local or general exhaust system and suppression of dust by water had also been adopted. Dust masks had been provided to workers in about 10 per cent. of the factories. In two units, automatic dust arrestors had also been installed. It is also reported that in some of the units, the workers were found covering their mouth with a piece of cloth.

Fume-giving processes were not reported by any of the Tobacco Curing factories covered during the Survey.

House-keeping i.e., dusting, cleaning and arrangement of articles etc., was either good or satisfactory in about 83 per cent. of the units where dusty processes were carried on.

4.4 *Seating Arrangements*

Under the Factories Act, 1948, it is obligatory on the part of the managements to make suitable arrangements for sitting for all such workers as are obliged to work in a standing position so that they may take advantage of any opportunity for rest which may occur in the course of their work. This aspect was enquired into during the course of the present Survey and it was found that in about 73 per cent. of the factories (comprising about 57 per cent. of the units in 'Rest of Andhra Pradesh', 80 per cent. in Guntur and 46 per cent. in the Residual Group), workers were generally required to work in a sitting position. Of the factories where workers were obliged to do their work in a standing position, about one-third had provided seats either for all workers or for some of them only. The explanation given by the management for not providing seats in most of the units was that they did not feel any necessity for this arrangement.

4.5 *Conservancy*

The Factories Act, 1948, had made it obligatory for every factory to maintain an adequate number of latrines and urinals for the use of workers, laying down specifically the standard of such arrangements. The present Survey has revealed that in most of the Tobacco Curing factories (93 per cent.), latrines had been provided, there being few exceptions mostly in small factories in Guntur and 'Rest of Andhra Pradesh'. About 36 per cent. of the factories had dry type pan latrines, nearly 24 per cent. had dry type bore holes and about 14 per cent. had water borne septic tanks. In about 14 per cent. of units, the seat was filled with sand. In the rest of the units, more than one type of latrines such as water borne septic tanks as well as dry type latrines, etc., were provided.

Permanent latrines had been constructed by the managements of about 79 per cent. of the factories. Proper screening arrangements existed in nearly half of the units having latrines. Water taps in or near the latrines were found to have been provided in only about 15 per cent. of the units. The floors of latrines were impervious in roughly 77 per cent. of the units providing latrines and latrine walls had been plastered in about 51 per cent. of them. It was further observed that all the units providing latrines, and employing women workers had made separate arrangements for them.

Urinals had been provided in only 24 per cent. of the units. As amongst the different centres, the percentage of units providing urinals was the highest (76 per cent.) in the Residual Group, followed by 'Rest of Andhra Pradesh' (about 37 per cent.) and 12 per cent. in Guntur. Most of the defaulting units were of small size. Of the units providing urinals, in about 63 per cent. they were properly screened. Barring a few factories in Guntur and the 'Rest of Andhra Pradesh', everywhere permanent structures had been put up for the purpose. All the units had impervious floors but the walls of urinals were found to be plastered in about 78 per cent. of the units. Of the factories providing urinals and employing women workers, about 92 per cent. had made separate arrangements for them.

4.6 *Leave and Holidays with Pay*

Annual leave (i.e., earned leave) with pay is the only leave facility which is required to be granted by the employers to their employees as a statutory obligation under the Factories Act, 1948. Some of the State Governments have also passed laws for the grant of paid national and festival holidays to persons employed in industrial establishments. All other types of leave facilities have come into vogue either as a result of mutual agreements between the employees and the employers or as a consequence of some awards. Statement 4.4 (on the next page) shows different types of leave and holidays with pay which the workers in the Tobacco Curing Industry were enjoying at the time of the present Survey.

4.6.1 *Earned Leave*—The system of granting earned leave with pay to workers was in existence in about 66 per cent. of the Tobacco Curing factories in the country (Statement 4.4). They comprised about 82 per cent. of large and 60 per cent. of small factories. The proportion of such factories varied from 50 per cent. in Rest of Andhra Pradesh to about 89 per cent. in the Residual Group. It was, however, observed that in about 28 per cent. of the units, located in Guntur, the employers preferred to make cash payment to the workers in lieu of leave earned by them during the year and the workers also did not seem to be keen to avail of the leave earned by them. In another about 26 per cent. of the units granting earned leave, the practice was that certain type of workers, such as seasonal daily-rated workers, were not being actually granted leave. Instead they were being paid leave wages at the end of the season. This practice was prevalent in all the centres, though to a varying degree. The period of earned leave allowed and the conditions attached were, generally, in terms of the provisions of the Factories Act.

STATEMENT 4.4

Estimated Percentage of Factories Granting Various Types of Leave and Holidays with Pay
(1965-66)

Centre			Total Number of Factories	Percentage of Factories Granting			National and Festival Holidays
				Earned Leave	Casual Leave	Sick Leave	
1			2	3	4	5	6
1. Guntur	..	..	201	62.4	27.6	17.6	66.8
Large Factories	..	..	63	79.0	52.6	42.1	79.0
Small Factories	..	..	138	54.8	16.1	6.5	61.3
2. Rest of Andhra Pradesh		..	18	50.0	50.0	50.0	100.0
Large Factories	..	..	9	100.0	100.0	100.0	100.0
Small Factories	..	..	9	—	—	—	100.0
3. Residual	..	..	42	89.1	2.4	21.7	100.0
Large Factories	..	..	1	100.0	100.0	—	100.0
Small Factories	..	..	41	88.9	—	22.2	100.0
4. All-India	..	..	261	65.9	25.1	20.5	75.5
Large Factories	..	..	73	81.8	59.1	48.7	81.8
Small Factories	..	..	188	59.6	11.8	9.6	71.6

With a view to assessing the extent to which the workers had actually enjoyed the benefit of earned leave, data were collected about the number of workers who availed of leave during 1964 together with the period of leave enjoyed. The statistics show that nearly 30 per cent. of the employees in the Tobacco Curing Industry had availed themselves of earned leave with pay during 1964 and 70.5 per cent. of the workers took leave up to 5 days only. Centre-wise details appear in Statement 4.5 on the next page.

It is significant to note that in none of the small factories surveyed in 'Rest of Andhra Pradesh', the workers took any leave during 1964.

4.6.2 *Casual Leave*—The Survey results show that only one-fourth of the units in the Industry, comprising about 59 per cent. large and nearly 12 per cent. small, were allowing casual leave with pay to their employees (Statement 4.4). None of the small factories covered in the 'Rest of Andhra Pradesh' and the Residual Group were allowing any such benefit to their workers.

STATEMENT 4.5
Estimated Number of Workers Granted Earned Leave with Pay
(During 1964)

25

Centre	1	2	3	4	5	Percentage of Workers who Enjoyed Leave						10	11
						Percent- age Workers who Enjoyed Leave to the total Emp- loyed	Up to 5 days	Over 5 and up to 10 days	Over 10 and up to 15 days	Over 15 and up to 20 days	Over 20 and up to 25 days			Over 25 and up to 30 days	Over 30 days
1. Guntur	58,711	12,978	22.1	78.7	14.2	1.7	2.3	1.3	0.8	1.0		
Large Factories	42,155	12,806	30.4	79.7	14.3	1.6	2.1	1.1	0.7	0.5		
Small Factories	16,556	172	1.0	5.2	9.9	9.9	15.1	17.5	5.2	37.2		
2. Rest of Andhra Pradesh	..	7,006	6,142	87.7	68.5	19.1	5.4	1.7	1.8	2.1	1.4		
Large Factories	6,287	6,142	97.7	68.5	19.1	5.4	1.7	1.8	2.1	1.4		
Small Factories	719	—	—	—	—	—	—	—	—	—		
3. Residual	..	2,273	1,460	64.2	6.3	12.5	50.4	10.2	19.7	0.2	0.7		
Large Factories	445	24	5.4	8.3	16.7	—	12.5	8.3	12.5	41.7		
Small Factories	1,828	1,436	78.6	6.3	12.4	51.2	10.2	19.9	—	—		
4. All-India	..	67,990	20,580	30.3	70.5	15.6	6.2	2.7	2.8	1.1	1.1		
Large Factories	48,887	18,972	38.8	76.0	15.8	2.8	2.0	1.4	1.2	0.8		
Small Factories	19,103	1,608	8.4	6.2	12.2	46.8	10.7	19.6	0.5	4.0		

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In about 92 per cent. of the factories granting casual leave, only monthly-rated employees (particularly non-seasonal workers) could avail of this facility while in another 2 per cent., all workers were allowed this leave. In the remaining nearly 6 per cent. of the factories, the benefit was restricted to certain categories of workers only such as clerical staff, permanent employees or watch and ward staff. Generally no condition was laid down for entitlement to this leave. As regards the duration of casual leave, in approximately 62 per cent. of the units, it was allowed up to 10 days in a year and in the remaining units (38 per cent.), for over 10 and up to 15 days. Daily-rated workers were, however, allowed leave up to 10 days only. Full consolidated wages or basic pay and allowances, as the case might be, were payable in all the units granting casual leave. However, in those units where daily-rated workers were also entitled to casual leave, they were paid only dearness allowance either at full or half rates.

4.6.3 Sick Leave—On the basis of the results of the present Survey, it has been estimated that only about 21 per cent. of all Tobacco Curing factories in the country were granting such leave with pay to their employees (Statement 4.4). This benefit was being given by employers in addition to the benefit of sick leave with wages ordinarily available to the employees covered under the Employees State Insurance Scheme, wherever in force. The percentage of factories granting sick leave was the highest (50 per cent.) in the 'Rest of Andhra Pradesh,' followed by the Residual Group (22 per cent.) and the lowest (nearly 18 per cent.) in Guntur. None of the large factories surveyed in the Residual Group and small factories in 'Rest of Andhra Pradesh' were allowing sick leave with pay to their employees.

The benefit of sick leave with pay was available to only monthly-rated employees, particularly non-seasonal workers, in nearly two-thirds of the units granting sick leave. In about 24 per cent. of the units, located in Guntur and the 'Rest of Andhra Pradesh', the benefit was enjoyed by monthly-rated (seasonal and non-seasonal) employees as well as by daily-rated non-seasonal workers. However, in one of these units it was found that daily-rated seasonal workers were also getting this facility. In the 'Residual Group', one unit was reported to be giving this facility to all categories of workers. In nearly 59 per cent. of the factories granting sick leave, the period of leave was 14 or 15 days in a year and it was up to 10 days in a year in another about 33 per cent. of the units. In the rest of the units (i.e., about 8 per cent.), the duration of sick leave allowed in a year was 16 days and over.

In all the units granting sick leave, normal basic wages including allowances or consolidated wages, as the case might be, were permissible during the period of sick leave. Seasonal workers were generally, paid half basic pay and dearness allowance. The most common condition attached to the grant of sick leave with pay was production of a medical certificate as this was found in about 61 per cent. of the units. In about 9 per cent. of the factories, one year's service was insisted upon before a worker could become entitled to sick leave with pay. No such conditions were found in the remaining 30 per cent. of the units,

4.6.4 National and Festival Holidays—The practice of granting national and/or festival holidays with pay existed in nearly three-fourths of the Tobacco Curing factories in the country i.e., in all the factories excepting one-third of the units in Guntur (Statement 4.4). In about 55 per cent. of the units granting these holidays, the facility was available to all workers. In about 27 per cent. of the units, however, only monthly-rated staff was entitled to these holidays. In the rest of the cases it was restricted to clerical and/or watch and ward staff.

In about 61 per cent. of the factories granting national and/or festival holidays, the number of holidays was up to 10 in a year. It was between 11 and 15 days in about 22 per cent. of the factories and 16 days and over in roughly 17 per cent. However, in those units where daily-rated workers including seasonal workers were also getting these holidays, it was found that the number of days allowed to them was less than that allowed to the monthly-rated employees. The number of holidays allowed in a year for these workers generally varied from 1 to 5 days. Only in four factories, such workers were allowed holidays between 6 and 12 days.

All the factories granting national and festival holidays were making payment for these holidays at full consolidated wages or basic pay and allowances, as the case might be. Only in one unit, daily-rated workers were paid only dearness allowance for these holidays. In about 73 per cent. of the units, no conditions were imposed and in another 9 per cent. of the factories permanency was the condition attached to the grant to these holidays with pay. In the remaining units i.e., 18 per cent., attendance on preceding and succeeding days was insisted upon for claiming payment for the holidays.

4.7 Weekly Off

The Survey reveals that all the factories in the Tobacco Curing Industry were complying with the provision of the law in regard to grant of weekly off to their employees. However, payment for such weekly-offs was being made in about 73 per cent. of the units to monthly-rated employees only.

CHAPTER V

WELFARE AND AMENITIES

The human approach to the problems of industrial labour has been increasingly in evidence in all countries, including India,, for the last few decades. Various committees and commissions appointed from time to time for enquiring into the working conditions of industrial labour in India have never failed to pin-point the urgency and utility of ameliorative measures for promoting the welfare of the workers. Government legislation has been quick in response and the various enactments passed thereby have gone a long way in improving the lot of the working class. Besides facilities provided in compliance to the law, there are many items of welfare which some of the employers have voluntarily undertaken for the benefit of their employees. Apart from the humanitarian considerations, the importance of the provision of welfare amenities has been increasingly recognised from the point of view of preservation of the efficiency of workers which, in turn, contributes to higher productivity.

During the present survey, an attempt was made to assess the extent to which the Tobacco Curing factories in India had actually provided welfare facilities to their workers. The information collected in respect of welfare activities, both obligatory and non-obligatory, is discussed in the following paragraphs—

5.1. Drinking Water Facilities

Suitable arrangements for the supply of drinking water were found to be existing in all the Tobacco Curing factories surveyed. About one-fourth of the units had kept earthen pitchers for the purpose, nearly 8 per cent. supplied tap water and in about 32 per cent. of the factories, cement tanks or tubs or buckets/drums had been provided. Existence of two or more types of arrangement such as tap water, tube wells and earthen pitchers etc., was reported from the remaining nearly 35 per cent. of the units in the Industry. Centre-wise details appear in Statement 5.1 (on the next page).

Evidently on hygienic considerations the Factories Act, 1948, prohibits the location of any drinking water point within 20 feet of any washing place, latrine and urinal. In the course of the Survey, however, it was found that about 3 per cent. of the units in the country, which were located in Guntur and 'Rest of Andhra Pradesh', had over-looked this requirement of law.

The Factories Act also provides that every factory employing more than 250 workers should supply drinking water, cooled by ice or other effective method, during a certain specified part of the year. The Survey has revealed that about 35 per cent. of the factories in Guntur and 50 per cent. of the factories in the country were under such a statutory obligation. Of these, only about 34 per cent. of the units had complied with the law. The compliance to the law was to the extent of 31 per cent. in Guntur and 60 per cent. in 'Rest of Andhra Pradesh'. In actual practice, however, about 49 per cent. of all Tobacco Curing units in the country had made

special arrangements for cool drinking water during summer. In all the factories making such arrangements, earthen pitchers were usually being used for the purpose. The condition of earthen pitchers and other receptacles used for storing drinking water was reported to be clean in about 82 per cent. of the factories having them.

STATEMENT 5.1

*Drinking Water Facilities in the Tobacco Curing Industry
(1965-66)*

Centre	Total No. of Factories	Estimated Percentage of Factories where Drinking Water Facility Existed	Estimated Percentage of Factories where Water was Supplied through				Others (Cement Tanks or cement Tubes)	Estimated Percentage of Factories having arrangements for Cool Water during Summer
			Earthen Pitchers only	Taps only	Buckets or Drums only	More than one arrangement i.e. Water Taps, Tube Wells, Earthen Pitchers, etc.		
1	2	3	4	5	6	7	8	9
1. Guntur ..	201	100.0	28.1	8.8	—	26.3	36.8	51.0
Large Factories ..	63	100.0	5.6	11.1	—	33.3	50.0	27.8
Small Factories ..	138	100.0	38.5	7.7	—	23.1	30.7	61.5
2. Rest of Andhra Pradesh ..	18	100.0	16.7	10.0	—	63.3	10.0	80.0
Large Factories ..	9	100.0	—	20.0	—	60.0	20.0	60.0
Small Factories ..	9	100.0	33.3	—	—	66.7	—	100.0
3. Residual ..	42	100.0	10.8	2.4	21.7	65.1	—	21.7
Large Factories ..	1	100.0	—	100.0	—	—	—	—
Small Factories ..	41	100.0	11.1	—	22.2	66.7	—	22.2
4. All-India ..	261	100.0	24.6	7.8	3.5	35.1	29.0	48.2
Large Factories ..	73	100.0	4.8	13.4	—	36.2	45.6	31.4
Small Factories ..	188	100.0	32.3	5.6	4.8	34.7	22.6	54.8

5.2 Washing Facilities

Section 42 of the Factories Act, 1948, lays down that adequate and suitable facilities for washing should be provided for the use of workers in every factory. During the Survey it was observed that only about 46 per cent. of the Tobacco Curing factories in the country, comprising nearly 35 per cent large and about 50 per cent of small factories, had actually provided washing facilities. The factories in the Residual Group were leading in this respect inasmuch as nearly 89 per cent. of the units in this group were found to have provided the facility. The percentage of

factories having made similar arrangements in the Rest of Andhra Pradesh and Guntur was about 39 and 20 respectively. In about 53 per cent. of the units, the arrangements were in the form of water stored in receptacles and taps on stand pipes existed in about 25 per cent. of the factories. Other arrangements were in the shape of wash basins with taps, troughs with taps or jets, etc. The washing facilities were easily accessible to workers in nearly 78 per cent. of the factories. In about 41 per cent. of the factories providing washing facilities, some cleansing material such as soap and towel was also supplied to workers.

Of the units providing washing facilities and employing women, about 17 per cent. had made separate arrangements for them. In about 50 per cent. of such cases where separate facilities for women existed, proper screening arrangements had also been made.

5.3 *Bathing Facilities*

The Factories Act, 1948, does not contain any specific provision relating to bathing facilities but it authorises State Governments to make rules requiring certain types of factories to provide such facilities for certain categories of employees. It is estimated that only about 10 per cent. of the small factories in the Industry, constituting about 7 per cent. of the Tobacco Curing factories at all India level, had provided bathing facilities for their workers. In the 'Rest of Andhra Pradesh', not a single factory was found to have made such arrangement while in Residual Group and Guntur the percentage of factories providing bathing facility was about 33 and 2 respectively. About 6 per cent. of Tobacco Curing factories (comprising 3 units) were providing bathing facilities and also employing women, but separate arrangements for women existed in only one of these factories. Bath rooms, wherever provided, were generally kept neat and clean.

5.4 *Canteens*

Section 46 of the Factories Act, 1948, empowers the State Governments to make rules requiring that in any specified factory where in more than 250 workers are ordinarily employed, a canteen or canteens according to the prescribed standards should be provided for the use of the workers. The Survey results show that about 31 per cent. of the Tobacco Curing factories in the country, comprising about 80 per cent. of large factories and nearly 12 per cent. small, were under a statutory obligation to provide canteens for the use of the workers. Out of these, about two-thirds of large factories and one-fifth of small ones, or about 53 per cent. of the units, had complied with the obligation. All the factories employing more than 250 workers in 'Rest of Andhra Pradesh' and about 48 per cent. of those in Guntur had canteens. In the Residual Group, none of the factories was found to be under such an obligation. However, the management of one small factory in this Group had provided canteen on their own. Thus in the Industry, as a whole, about 18 per cent. of the units had provided canteens for the benefit of their employees.

About 93 per cent. of the canteens sold only tea, coffee, snacks, etc., while the rest i.e., 7 per cent. had made arrangement for the sale of meals as well. In about 62 per cent. of the factories running canteens, adequate drinking water arrangements existed. In nearly 63 and 37 per cent. of the units, the canteens were being run by management and contractors respectively. Although Canteen Managing Committees were found to be

functioning in about 43 per cent. of the Tobacco Curing factories having canteens, these Committees had been made responsible for fixing the prices of articles sold in only about 11 per cent. of the units. In about 43 per cent. of the cases, managements were fixing the prices, in 16 per cent. the contractors were doing this and in another 21 per cent. of the cases, the prices were fixed by the management in consultation with the contractors. In the remaining 9 per cent. of the units, tea, snacks, etc., were being given to the workers free of cost by the management. It was observed that the prices charged were at subsidised rates in 39 per cent. of the canteens, on a 'no-profit, no-loss' basis in roughly 29 per cent. and at the market rate in about 16 per cent. In about 7 per cent. of the canteens, the items were sold at less than market price and in the rest of the canteens (i.e., about 9 per cent.), they were supplied free to the workers. Nearly 70 per cent. of the units having canteens, all being large, were regularly paying subsidies to the canteen either to sell articles at cheap rates or to meet losses, if any.

None of the units having canteens was found to be displaying the price list.

In most of the units having canteens, the location of canteens was reported to be good inasmuch as their surroundings were clean and they were some distance away from work-places. In the rest, the canteens were found to be located in very uncongenial surroundings. As regards hygienic conditions, they were either good or satisfactory in about 92 per cent. of the units having canteens whereas, in the remaining 8 per cent., the canteens presented a dirty look.

Of the total estimated number of about 63 thousand workers employed in the factories having canteens, about 16 thousand or (nearly one-fourth, were estimated to be visiting canteens daily. This proportion was the highest (cent. per cent.) in the Residual Group, followed by 'Rest of Andhra Pradesh' (about 42 per cent.) and the lowest (about 19 per cent.) in Guntur.

5.5 *Creches*

With the passing of the Factories Act, 1948 it became obligatory for all factories employing more than 50 women workers to maintain a creche of prescribed standard. On the basis of the present Survey, it has been estimated that nearly 86 per cent. of the Tobacco Curing factories had women workers on their roll during March, 1965. Of these, only about 74 per cent. were under a statutory obligation to provide the creche facility and that about 54 per cent. of them (comprising about 56 per cent. in Guntur and 50 per cent. in 'Rest of Andhra Pradesh') had complied with the law. The proportion of large factories which had met their obligation was much higher (about 84 per cent.) as compared to small ones (about 32 per cent.). In the Residual Group, although about one-third of the factories employing women were obliged to provide creches but none of them had done so. However, another small factory in this group which was under no statutory obligation to provide a creche had done so voluntarily. Thus, the proportion of factories which had provided creche facilities in the country was about 42 per cent., representing about 84 per cent. large and about 23 per cent. small establishments.

In most of the units where creches had been provided, they did not fully meet the requirement of law. In as many as about 81 per cent. of the factories, the creche building was not of a prescribed standard. These

were also not properly furnished in most of the units. In about 61 per cent. of the units, the creches were not maintained clean. No creche staff was also found to have been appointed in any of these factories. From the stand point of providing additional facilities such as toys, clean clothes, milk, refreshments, etc., the over-all position was not found satisfactory as in the country, as a whole, the percentage of creches supplying refreshments, milk and clean clothes was only 22, 17 and 9 respectively. Very few factories provided toys, soap and towel. However, in majority of the units, the creches were situated in congenial surroundings and were properly lighted and ventilated.

5.6 Lockers

Lockers for keeping workers' clothings were found to have been provided by only one of the large factories surveyed in the 'Rest of Andhra Pradesh'.

5.7 Rest Shelters

The Factories Act, 1948, lays down that in every factory wherein more than 150 workers are ordinarily employed, adequate and suitable shelters or rest rooms should be provided and maintained for the use of workers. However, if the factory is maintaining a canteen of the prescribed standard, the provision of a separate rest shelter is not binding. In the Tobacco Curing Industry, only about 23 per cent. of the factories, comprising about 41 per cent. large and about 17 per cent. small, were obliged to provide rest shelters as they employed more than 150 workers and did not have canteens. All these units were located in Guntur. Of these, nearly 56 per cent. (comprising about 82 per cent. large and 32 per cent. small) had provided rest shelters. Besides those which were legally required to provide rest shelters a number of factories had done so voluntarily. Thus, in the Industry, as a whole, it is estimated that the percentage of factories having rest shelters was nearly 22. The management of most of the factories which had not complied with law maintained that other places such as grading hall or godown or purchasing shed were being used by the workers for taking rest. In a few cases, the management stated that the workers went out during lunch hours and hence the need for rest shelter was not felt.

However, the position was not good from the stand point of the type of facility provided. In only about 16 per cent. of the factories having rest shelters, the building of rest shelters conformed to the prescribed standards, in about 81 per cent. of the units, there were no arrangements for drinking water and in nearly 77 per cent. of the units, no furniture had been provided in the rest shelters. In most of the factories, however, rest shelters provided were sufficiently lighted, ventilated and maintained in a tidy condition. In nearly two-thirds of the factories, the rest shelters were cool and in about three-fourths of the units, they provided adequate protection against weather.

5.8 Recreation Facilities

It is estimated that only about 24 per cent. of large factories, constituting about 7 per cent. of all Tobacco Curing factories in the country, had provided recreation facilities for their employees. The percentage of units providing such facilities was the highest (20 per cent.) in the 'Rest of Andhra Pradesh'. In Guntur and the Residual Group the percentage of

such units was about 7 and 2 respectively. Nearly 84 per cent. of the units providing recreation facilities were found to have made arrangements for out-door games and about 76 per cent. had in-door games. Radio sets were provided in approximately one-fourth of such units. Dramas were organised in only one unit in the Residual Group. Indoor games most popular amongst the workers were carrom, cards, table tennis and chess while out-door games generally played were volley ball, foot ball and badminton. In two large factories in Guntur and one in the 'Rest of Andhra Pradesh', religious and/or social functions were also arranged. Recreation facilities were managed by workers themselves in about 37 per cent. of the factories having them, by employers in nearly 6 per cent. and by a committee having representatives of workers and management in 39 per cent. of the cases. In the remaining nearly 18 per cent. of the factories, the management of recreation facilities had been entrusted to Labour Welfare Officers.

Of the factories providing recreation facilities, the expenses on these facilities were being met entirely by the management in about 37 per cent., solely by the workers in about 10 per cent. and from the welfare fund of the unit in about 6 per cent. In the remaining about 47 per cent. of the units, the expenses on recreation facilities were met from *ad hoc* contributions by the management as well as from the welfare fund of the unit. All workers could avail of the recreation facilities in about 6 per cent. of the factories having them while in 84 per cent., these facilities were restricted to certain categories of employees only e.g., monthly-rated staff, permanent employees belonging to clerical, administrative, executive and managerial groups, etc. In the rest of the factories (i.e., about 10 per cent.), outdoor games were open to all employees while indoor games could be played only by those who paid the prescribed subscription of Re. 1.00 per month.

5.9 Educational Facilities

None of the units surveyed had provided educational facilities for the children of their employees. Arrangements for adult education also did not exist in any of them.

5.10 Medical Facilities

5.10.1 Hospitals and Dispensaries—It is estimated that about 36 per cent. of large factories constituting about 10 per cent. of all Tobacco Curing factories in the country, had dispensaries attached to them. They comprised 30 per cent. of the units in the 'Rest of Andhra Pradesh', about 10 per cent. of the factories in Guntur and about 2 per cent. of the units in the Residual Group. Since the Tobacco Curing Industry is of seasonal nature, a large majority (74 per cent.) of the units were found to be having part-time doctors only. Most of the part time doctors were on duty between 3 and 12 hours a week. About 14 per cent. of the units were found to have appointed full time doctors and about half of them had part time doctors as well. In one large unit in Guntur, which accounted for the remaining 12 per cent. of the factories, the dispensary was found to be under the charge of nurses only. Other staff appointed in all the dispensaries generally included compounders, dressers, nurses, ward boys, etc.

In addition to the above-mentioned units, about 6 per cent. of the factories at the all-India level, comprising about 11 per cent. of the units in the Residual Group and about 5 per cent. in Guntur, were found to be

having contracts with some medical practitioners to attend to their workers. Thus, arrangements for medical attention of workers existed in nearly 16 per cent. of the Tobacco Curing factories in the country, comprising about 15 per cent. of the factories in Guntur, 30 per cent. in 'Rest of Andhra Pradesh' and nearly 13 per cent. in the Residual Group.

5.10.2 Ambulance Rooms—Under the Factories Act, 1948, every factory employing more than 500 workers is required to provide and maintain an ambulance room. The rules framed by the State Governments prescribe the requirement of such rooms. The Survey results show that about 71 per cent. of large factories and about 5 per cent. of small ones, constituting about 23 per cent. of the factories at the all-India level, were under a statutory obligation to provide ambulance rooms. None of them, however, had actually complied with the provision of law. None of the other units had also provided any ambulance room voluntarily.

5.10.3 First Aid Boxes—The Factories Act, 1948, lays down that every factory shall maintain first-aid boxes at the rate of one for every 150 workers ordinarily employed. Standards have also been prescribed regarding the items to be provided in the first-aid boxes. The law further requires that such boxes should be under the charge of trained first-aiders and be easily accessible to workers during all the working hours.

The Survey has revealed that nearly 85 per cent. of the Tobacco Curing factories in the country, comprising about 89 per cent. of the small and about 73 per cent. large, had provided first aid boxes. The proportion of such units was found to be the highest (90 per cent.) in the 'Rest of Andhra Pradesh', followed by the Residual Group (87 per cent.) and Guntur (84 per cent.). Though it is mandatory that each box should be kept under the charge of a trained first-aiders, it was found that in nearly 86 per cent. of the factories having first-aid boxes, there were no trained first-aiders, at all. All the units providing first-aid boxes in the 'Rest of Andhra Pradesh' were found to be defaulters in this respect while in Guntur, and the Residual Group the respective percentage of such units was nearly 95 and 38. All the trained first-aiders had received training either under St. John Ambulance or Red Cross. In half of the factories maintaining first-aid boxes, the contents were found to be incomplete. However, it was seen that in all the factories where first-aid boxes were kept, they were easily accessible to workers during working hours.

5.11 Transport Facilities

Excepting one small factory in Guntur, no other factory in this Industry had provided any transport facility for its employees. The probable reason for this appears to be that a majority of workers lived, generally, not very far from the factory. Even the factory where transport facility was provided, it was extended to a few workers only, the units provided cycles to 9 of its employees.

5.12 Other Amenities

Of all the factories surveyed in the Tobacco Curing Industry, only one large factory in Guntur was found running grainshop where food-grains were sold to the employees on a 'no profit, no loss' basis.

Co-operatives existed in about 7 per cent. of the factories in Guntur and 30 per cent. of the units in 'Rest of Andhra Pradesh' or about 8 per cent. of all Tobacco Curing factories in the country. Of these, co-operative credit societies were functioning in only 3 large factories and one small factory in Guntur and one large factory in 'Rest of Andhra Pradesh', together comprising about 82 per cent. of the factories having co-operatives. The main activity of these societies was to advance loans to their members on easy terms. Co-operative stores for supplying essential household articles and provisions at cheap rate, were functioning in two large factories surveyed in the 'Rest of Andhra Pradesh', constituting about 18 per cent. of the factories having co-operatives at the Industry level. Nearly 45 per cent. of the large Tobacco Curing factories, constituting about 35 per cent. of the units at all India level, were reported to be giving some financial aid to the co-operatives.

Only about 9 per cent. of the factories (20 per cent. large and 5 per cent. small) were reported to be providing some protective clothing to their employees.

5.13 Housing Facilities

The present Survey has revealed that housing accommodation to workers had been provided in only 6.5 per cent. of the factories, comprising about 11 per cent. large and nearly 5 per cent. small establishments. The proportion of factories providing houses was the highest (24 per cent.) in the Residual Group, followed by the 'Rest of Andhra Pradesh' (20 per cent.) and the lowest (about 2 per cent.) in Guntur. The details about the type of accommodation provided, rent charged, etc. are presented in Statement 5.2.

STATEMENT 5.2-

Estimated Percentage of Factories Providing Houses, etc. (1965-66)

Centre		Number of factories	Percentage of factories providing houses	Percentage of Houses Consisting of Percentage of Factories which					Charged no rent at all	Charged from all
				One Room	Two Rooms	Three Rooms				
1		2	3	4	5	6	7		8	
1. Guntur	..	201	1.7	100.0	..	..	100.0	..	..	..
Large Factories	..	63	5.3	100.0	..	..	100.0	..	..	..
Small Factories	..	138	..	..	..	..	..	..	..	..
2. Rest of Andhra Pradesh	..	18	20.0	54.5	36.4	9.1	100.0	..	..	..
Large Factories	..	9	40.0	54.5	36.4	9.1	100.0	..	..	..
Small Factories	..	9	..	..	..	..	..	..	..	..
3. Residual	..	42	24.1	78.1	21.9	..	55.0	45.0	..	..
Large Factories	..	1	100.0	22.2	77.8	..	100.0	..	..	..
Small Factories	..	41	22.2	100.0	..	..	50.0	50.0	..	..
4. All India	..	261	6.5	73.9	23.9	2.2	73.3	26.7	..	..
Large Factories	..	73	10.9	47.8	47.8	4.4	100.0	..	..	..
Small Factories	..	188	4.9	100.0	..	..	50.0	50.0	..	..

It would be seen from the statement that the provision of one-room tenements seemed to be the rule inasmuch as about 74 per cent. of the houses provided by the managements belonged to this category. The percentage of two-roomed houses was also not insignificant, being about 24. The rest of the houses (2 per cent.) were having three rooms. Except one small factory in the Residual Group where a token rent of Rs. 1.50 per month was charged from the allottees, in all others the accommodation was rent-free. All the houses provided were *pucca* built. Housing accommodation had mostly been provided to watch and ward staff, clerical workers and a few production workers.

It has been estimated on the basis of the Survey that, out of about 98 thousand workers employed in the Tobacco Curing factories as on 31st March, 1965, only 45 workers had been provided houses by the employers. Centre-wise details appear in Statement 5.3.

STATEMENT 5.3
Estimated Percentage of Workers Allotted Houses
(1965-66)

Centre				Number of Factories	Number of Workers Employed*	Percentage of Workers Allotted Houses
1				2	3	4
1. Guntur	..	..	..	201	82,115	**
Large Factories	..	..	..	63	59,528	**
Small Factories	..	..	..	138	22,587	—
2. Rest of Andhra Pradesh	..	..	..	18	13,768	0.1
Large Factories	..	..	..	9	13,037	0.1
Small Factories	..	..	..	9	731	—
3. Residual	..	..	..	42	2,160	1.4
Large Factories	..	..	..	1	29	27.6
Small Factories	..	..	..	41	2,131	1.1
4. All India	..	..	..	261	98,043	0.1
Large Factories	..	..	..	73	72,594	**
Small Factories	..	..	..	188	25,449	0.1

*Covered under the Factories Act, 1948.

**Less than 0.05

None of the units surveyed were providing any facility to their employees for building their own houses.

CHAPTER VI

SOCIAL SECURITY

Prior to the attainment of Independence, factory workers in India enjoyed social security to a limited extent only which was mainly in the shape of compensation for industrial accidents under the Workmen's Compensation Act, 1923. Women workers, in addition, were entitled to maternity benefits under State Acts. However, after Independence, there has been a considerable enlargement of the scope and content of social security benefits, largely as a result of adoption of such statutory measures as the Employees' State Insurance Act, 1948, and the Employees' Provident Funds Act, 1952. The following paragraphs describe briefly the social security benefits being enjoyed by the workers in the Tobacco Curing Industry in the country at the time of the present Survey.

6.1 *Provident Fund Schemes*

About 56 per cent. of the Tobacco Curing factories in the country, comprising about 91 per cent. large and about 43 per cent. small, had introduced provident fund schemes for the benefit of the employees. Of the factories having provident fund schemes, in about 98 per cent., the provident funds had been set up under the Employees' Provident Funds Scheme framed by the Govt. of India in 1952 and, consequently, the rate of contribution, condition of eligibility, etc., were the same as laid down under the law. Roughly 8 per cent. of the factories were having, in addition to the Employees' Provident Funds Scheme, some other provident fund scheme as well. The remaining about 2 per cent. of the factories had introduced their own provident fund schemes only. The rate of contribution in the units having their own provident fund schemes was $6\frac{1}{2}$ per cent. both for employers and employees. The conditions prescribed for eligibility were such as completion of service for two thirds of the duration of a season, basic pay of at least Rs. 40 per month, etc.

Out of an estimated number of 98 thousand workers in the Tobacco Curing Industry as on 31st March, 1965, only about 3 per cent. of the workers were members of the various provident fund schemes. Details appear in Statement 6.1.

6.2 *Pension Schemes*

None of the Tobacco Curing factories surveyed had introduced any pension scheme for its employees.

6.3 *Gratuity Schemes*

In the Tobacco Curing Industry, the system of paying gratuity was prevalent only to a limited extent, the all-India percentage of factories paying gratuity to their employees being only about 22. The proportion of large factories paying gratuity was found to be high (55 per cent.) than that of small ones (10 per cent.). As among the different centres, the 'Rest of Andhra Pradesh' was at the top inasmuch as 50 per cent. of the units there (all being large) were having gratuity schemes. In the Residual Group and Guntur, the respective percentage of such units was nearly 24 and 19,

STATEMENT 6.1

Estimated Percentage of Tobacco Curing Factories Having Provident Fund Schemes (1965-66)

Centre	Number of Factories	Percentage of Factories having Provident Fund Schemes	Percentage (of Col. 3) of Factories having			Total Number of Workers* Employed as on 31-3-1965	Percentage of Workers who were Members of various Provident Fund Schemes (of Col. 7)
			Emp-loyees, Pro-vident Funds Scheme	Emp-loyees, Pro-vident Fund as well as other Schemes	Only other Schemes		
1	2	3	4	5	6	7	8
1. Guntur	201	61.3	94.6	5.4	—	82,115	2.1
Large Factories	63	89.5	88.2	11.8	—	59,528	2.6
Small Factories	138	48.4	100.0	—	—	22,587	1.0
2. Rest of Andhra Pradesh	18	50.0	—	60.0	40.0	13,768	6.5
Large Factories	9	100.0	—	60.0	40.0	13,037	6.8
Small Factories	9	—	—	—	—	731	—
3. Residual	42	34.9	100.0	—	—	2,160	25.6
Large Factories	1	100.0	100.0	—	—	29	96.6
Small Factories	41	33.3	100.0	—	—	2,131	24.6
4. All India	261	56.3	89.4	8.2	2.4	98,043	3.3
Large Factories	73	90.9	76.5	18.1	5.4	72,594	3.4
Small Factories	188	42.8	100.0	—	—	25,449	2.9

*Covered under the Factories Act, 1948.

Gratuity was payable to workers or their dependants in case of death, retirement and voluntary resignation in all the factories having such schemes. However, in case of termination of service by the employer on grounds other than misconduct, the percentage of factories paying gratuity was about 94. In most of the units paying gratuity (84 per cent.), there were regular schemes for the purpose. In about half of the factories, all workers were entitled to gratuity benefits and, in the rest they were restricted to few categories of employees only such as monthly-rated workers, permanent staff, professional, technical and managerial personnel, etc. The rate of payment was, generally, 15 days' wages for each completed year of service, subject to a maximum of 15 months' wages. However, in case of some units where seasonal workers were also employed, gratuity was paid at the rate of $3/8$ th of basic wage subject to a maximum of $11\frac{1}{4}$ months' basic wage. In one such unit, rate of payment was 13 days' basic pay for each completed year of service, subject to a maximum of 13 months' basic pay. The period of qualifying service was found to be either 5 or 10 years in almost all the units

paying gratuity. In one unit it was observed that this period was only one year. In all, 1,134 persons in the Industry received gratuity during the year 1964.

6.4 *Maternity Benefits*

Legislation providing for payment of maternity benefits for certain periods before and after confinement, granting of leave and certain other facilities, etc., to women workers employed in factories exists in almost all States under the various Maternity Benefit Acts passed by the State Governments. However, where the Employees' State Insurance Scheme has been put into force, the employers are absolved of their liability under the concerned Maternity Benefit Act.

Wherever the Employees' State Insurance Scheme was in operation at the time of the Survey, maternity benefits were payable to the workers under this scheme. However, information about the number of maternity claims made and paid during the year 1964 in the Tobacco Curing factories not covered under the above scheme was collected from the sampled units. Though women were employed in about 86 per cent. of the factories in the Industry, it was in only about 7 per cent. of the units in the Industry, all being large, that claims for maternity benefits were made during 1964 and about 96 per cent. of them were accepted for payment.

6.5 *Industrial Accidents*

The Workmen's Compensation Act, 1923, as amended from time to time and the Employees' State Insurance Act, 1948, provide for payment of compensation to workers who are injured on account of accidents arising out of and in the course of employment. Provisions of the Workmen's Compensation Act were applicable, at the time of the Survey, to all Tobacco Curing factories excepting those covered under the Employees' State Insurance Scheme.

During the Survey, information was collected in respect of the number and nature of accidents occurring in all Tobacco Curing factories, whether covered or not under the Employees' State Insurance Scheme. The data reveal that in the Industry, as a whole, accidents were reported in about 10 per cent. of the factories during the year 1964. The proportion of factories reporting accidents was higher (28 per cent.) in the large factories than in the small ones (2 per cent.). Not a single accident was reported in the units surveyed in the Residual Group and in small factories in the 'Rest of Andhra Pradesh'. A better picture can perhaps be had when the number of workers involved in accidents *vis-a-vis* the number of workers employed is taken into account. The rate of accidents per thousand workers based on the estimated average number employed during the year 1964, as also distribution of workers, involved by nature of accidents are given in Statement 6.2 (on the next page).

The rate of accidents was only one per thousand workers employed. It is significant to note that not a single accident resulting in permanent disability or death was reported. All the workers were involved in minor accidents causing temporary disability only.

6.6 *Occupational Diseases*

None of the units surveyed reported any occupational disease afflicting its workers.

STATEMENT 6.2

Estimated Proportion of Workers Involved in Accidents by Nature of Accidents
(1964)

Centre		Percent- age of Factories where Accidents were reported	Estimated Average Daily Number of Workers Em- ployed during 1964	Number of Workers Involved in Accidents per 1,000 Workers Employed Resulting in			
				Death	Permanent Disability	Tempo- rary Disability	Total
1		2	3	4	5	6	7
1. Guntur .. ..	..	8.8	58,711	—	—	0.4	0.4
Large Factories ..	..	21.1	42,155	—	—	0.5	0.5
Small Factories ..	..	3.2	16,556	—	—	0.2	0.2
2. Rest of Andhra Pradesh		40.0	7,006	—	—	6.4	6.4
Large Factories ..	..	80.0	6,287	—	—	7.2	7.2
Small Factories ..	..	—	719	—	—	—	—
3. Residual .. ..	..	—	2,273	—	—	—	—
Large Factories ..	..	—	445	—	—	—	—
Small Factories ..	..	—	1,828	—	—	—	—
4. All India .. ..	..	9.5	67,990	—	—	1.0	1.0
Large Factories ..	..	28.0	48,887	—	—	1.4	1.4
Small Factories ..	..	2.4	19,103	—	—	0.2	0.2

CHAPTER VII

INDUSTRIAL RELATIONS

In the course of the present Survey, information was collected on certain aspects of industrial relations, e.g., extent of development of trade unionism and the arrangements existing in the establishments for promoting close contacts and cordial relations between labour and management. The findings are discussed in the subsequent paragraphs.

7.1 Trade Unionism

The Survey revealed that workers had organised themselves into trade unions in about 35 per cent. of the factories in the industry. As between the two size-groups, unions were found to be existing in about three-fourths of large and about one-fifth of small factories. In the 'Rest of Andhra Pradesh' and Residual Group, trade unions were existing in 50 per cent. and about 46 per cent. of the units respectively whereas in Guntur, they were found in 32 per cent. of the units. In the Industry, as a whole, it is estimated that nearly 48 per cent. of the workers were members of trade unions. The proportion of workers who were members of trade unions was much higher in large factories than in small ones. Further details appear in Statement 7.1.

A striking feature of trade unionism in the Tobacco Curing Industry, as revealed by the Survey, is that about 90 per cent. of the factories having trade unions had accorded recognition to one or the other union functioning in the factory. All the trade unions were registered under the Trade Unions Act, 1926.

The trade unions, wherever they existed, were discharging some functions mainly with the object of promoting the interests of the workers. It was observed that all the unions in the Industry were securing claims for their members under various labour laws. Welfare facilities were being provided by about 16 per cent. of the unions while relief to their distressed members was arranged by about 32 per cent. of the unions. No union in the Tobacco Curing Industry was paying any attention to adult education.

7.2 Collective Agreements

In the course of the Survey, information was collected in respect of collective agreements concluded between workers and employers since 1956 in the sampled establishments. It was found that about 30 per cent. of the Tobacco Curing units in the country (comprising about 50 per cent. of the factories in 'Rest of Andhra Pradesh', about 46 per cent. in the Residual Group and about 25 per cent. in Guntur) had concluded such agreements since 1956. The agreements had been concluded more among large factories than small ones. The subject matter of collective agreements covered a wide field such as increase in wages, dearness allowance, house rent allowance, grant of leave and holidays, implementation of minimum wages fixed by the Government, retention of monthly-paid seasonal employees, annual bonus, provident fund, gratuity, age of retirement, maternity benefit, supply of uniforms, reinstatement of workers, etc.

STATEMENT 7.1

Estimated Percentage of Factories where Workers were Members of Trade Unions, etc.
(1965-66)

Centre				Number of Factories	Percent- age of Factories where Workers were Members of Trade Unions	Number of Workers as on 31-3-1965*	Number of Workers who were Members of Trade Unions	Percent- age of Factories where Trade Unions (Some or all were Recog- nised)
1				2	3	4	5	6
1.	Guntur	..	..	201	32.0	82,115	36,425 (44.4)	100.0
	Large Factories	..	..	63	73.7	59,528	33,723 (56.7)	100.0
	Small Factories	..	..	138	12.9	22,587	2,702 (12.0)	100.0
2.	Rost of Andhra Pradesh	..	..	18	50.0	13,768	9,798 (71.2)	100.0
	Large Factories	..	..	9	100.0	13,037	9,798 (75.2)	100.0
	Small Factories	..	..	9	—	731	—	—
3.	Residual	..	..	42	45.8	2,160	547 (25.3)	100.0
	Large Factories	..	..	1	100.0	29	28 (96.6)	100.0
	Small Factories	..	..	41	44.4	2,131	519 (24.4)	50.0
4.	All India	..	..	261	35.4	98,043	46,770 (47.7)	90.2
	Large Factories	..	..	73	77.3	72,594	43,549 (60.0)	100.0
	Small Factories	..	..	188	19.2	25,449	3,221 (12.7)	74.72

*'Covered' under Factories Act, 1948.

NOTE — Figures within brackets in Column 5 are percentages of workers who were members of trade unions to the total number of workers covered under the Factories Act, 1948 on the specified date.

7.3 Standing Orders

With the enactment of Industrial Employment (Standing Orders) Act, 1946, it has become obligatory for all factories employing 100 or more workers to frame Standing Orders for regulating such matters as classification of workers, intimation of periods, and hours of work, holidays, termination of employment, redress of grievances, etc.

It is estimated that about 57 per cent. of the Tobacco Curing factories in the country, comprising nearly 94 per cent. of large factories and about 42 per cent. of small ones, were under a statutory obligation to frame Standing Orders. Of these, nearly 52 per cent. of the units, i.e., 86 per cent. of

large and 23 per cent. of small, had fulfilled their obligation under the law. The compliance to law was to the extent of 50 per cent. in Guntur and Residual Group and 75 per cent. in 'Rest of Andhra Pradesh'. It was, however, noticed that Standing Orders were actually in existence in 38 per cent. of the Tobacco Curing factories in the country. This was due to the fact that some factories, which were not required by law to have Standing Orders, had also framed them, voluntarily. Statement 7.2 gives details regarding the existence of Standing Orders in Tobacco Curing factories.

STATEMENT 7.2

*Estimated Percentage of Factories where Standing Orders were Framed, etc.
(1965-66)*

Centre			Number of Factories	Percent- age of Factories which had framed Standing Orders	Percent- age of Factories under Statutory Obligation to frame Standing Orders	Percent- age of Factories where Standing Orders were framed (of Col. 4)	Percent- age of Factories where Standing Orders were Certified
1			2	3	4	5	6
1. Guntur .. ..	..	..	201	33.0	62.9	49.9	100.0
Large Factories	..	..	63	84.2	94.7	83.3	100.0
Small Factories	..	..	138	9.7	48.4	20.0	100.0
2. Rest of Andhra Pradesh ..	..	..	18	50.0	66.7	75.0	100.0
Large Factories	..	..	9	100.0	100.0	100.0	100.0
Small Factories	..	..	9	---	33.3	---	---
3. Residual .. ..	..	..	42	56.6	21.7	50.1	100.0
Large Factories	..	..	1	100.0	-	---	100.0
Small Factories	..	..	41	55.6	22.2	50.1	100.0
4. All India .. ..	..	..	261	38.0	56.5	51.9	100.0
Large Factories	..	..	73	86.4	94.1	85.5	100.0
Small Factories	..	..	188	19.2	42.0	22.7	100.0

It will be seen from the Statement that in all the factories, Standing Orders had been certified.

In all the factories, the Standing Orders were framed under the Industrial Employment (Standing Orders) Act, 1946, and covered not only production workers but clerical and watch and ward staff as well.

7.4 Labour and Welfare Officers

In order to enable employers to have better arrangements for personnel management and to facilitate proper implementation of various Labour Acts, the Factories Act, 1948, requires establishments employing 500 or more workers to appoint a Welfare Officer. The rules framed by the State Governments under the Act prescribe the functions and duties of these officers,

Information collected during the Survey shows that about 26 per cent. of the factories in Guntur and 50 per cent. in 'Rest of Andhra Pradesh' or about 23 per cent. of the factories in the country, were under an obligation to appoint Welfare Officers. Of these, about 58 per cent. of the units had fulfilled their obligation and these comprised all the units, in 'Rest of Andhra Pradesh' and about 51 per cent. in Guntur. It was also noticed that the managements of two establishments had voluntarily appointed Labour Officers in their units although they were not obliged to do so. Thus, in the Industry, as a whole, about 16 per cent. of the units, (i.e., about 15 per cent. of the factories in Guntur, 50 per cent. in 'Rest of Andhra Pradesh' and about 2 per cent. in Residual Group) had appointed Welfare/Labour Officers.

These officers had a wide range of activities and were found to be performing all such duties as are prescribed in the Rules framed under the Act. Securing redress of workers' grievances and maintenance of harmonious relations between the management and the workers were some of their most important functions. They were also advising managements in regard to matters connected with the proper implementation of various labour laws, awards and settlements. Organisation and supervision of labour welfare and recreation facilities were also a part of the duties of these officers. In a few units, the task of recruitment of workers was also assigned to them. In about 37 per cent. of the Tobacco Curing factories where Welfare/Labour Officers were appointed, they were reported to be appearing before the Tribunals, etc., on behalf of the management in cases of industrial disputes.

7.5 Works or Joint Committees

With a view to providing a forum at the unit level for elimination of sources of friction through mutual discussion and consultation between the management and their employees, the Industrial Disputes Act, 1947, empowers the appropriate Government to prescribe that Works Committees should be constituted in every industrial establishment employing 100 or more workers. Some of the laws in force at the time of the Survey also provided for the formation of Joint Committees.

The Survey results show that about 57 per cent. of the factories, comprising about 94 per cent. of large factories and about 42 per cent. of small ones, were under a legal obligation to set up Works/Joint Committees. Of these, about 20 per cent. of the factories, comprising about 30 per cent. large and 12 per cent. small, had complied with the provision of law. As amongst the different centres, compliance with the law was cent. per cent. in the Residual Group while in 'Rest of Andhra Pradesh' and Guntur, the proportion of such units was 60 and 10 per cent. respectively. It was noticed that the management of one large factory in the Residual Group had voluntarily constituted such a Committee. Thus, the percentage of factories which had constituted Works/Joint Committees was about 12 in the Industry, as a whole, comprising 40 per cent. of the factories. In 'Rest of Andhra Pradesh', about 24 per cent. in the Residual Group and about 7 per cent. in Guntur. In the Residual Group, however, all small factories which were obliged to set up such Committees had complied with the law whereas none of the small factories in Guntur and the 'Rest of Andhra Pradesh' had fulfilled their obligation in this respect. The main reason for not setting up these Committees, in units where it was obligatory, was reported to be that neither the management nor the workers had felt any need for the same and the workers had never insisted on the formation of such a Committee.

Roughly 74 per cent. of the factories having Works or Joint Committees were found to be giving equal representation to employers and employees on these Committees. While in about 64 per cent. of the units no meeting of the committees was held during the year ended 31st March, 1965, in about 21 and 15 per cent. of the factories, they had met up to 6 times and more than 9 times respectively. Matters of mutual interest as well as of interest to either party formed the topics for discussion in the Committee meetings and the decision taken were generally implemented.

7.6 Production and Other Committees

Production Committees for devising ways and means of increasing production and enlisting the cooperation of workers therefor existed in only one large factory surveyed in the 'Rest of Andhra Pradesh'. The representation of workers and management on this Committee was equal. Except this Committee, no other Committee of any type was found to be existing in any of the factories surveyed in the Tobacco Curing Industry.

7.7 Grievance Procedure

As mentioned above, 38 per cent. of the Tobacco Curing factories in the country had framed Standing Orders and thus, a prescribed grievance procedure had been laid down in such units. However, according to the prevailing practice, grievances were usually represented by the aggrieved worker, direct or through his union, to the Manager, or any other person appointed by him for this purpose, and he was usually able to redress them and his decision was generally final and binding on the parties. In some cases, if the worker was not satisfied with the decision at this level, he could approach the proprietor of the factory whose decision was final.

7.8 Workers' Participation in Management

None of the units surveyed had introduced any scheme for associating workers with the management of the establishment.

CHAPTER VIII

LABOUR COST

Information pertaining to labour cost was collected from the sampled establishments, during the course of the present Survey, in respect of the employees covered under the Factories Act, 1948, and receiving less than Rs. 400 per month as wages. This was in pursuance of the decision taken by the Study Group on Wage Costs appointed by the Ministry of Labour and Employment in 1959. The enquiry pertaining to labour cost was modelled on the lines of the Study of Labour Cost in European Industry, made by the International Labour Office in 1956, with such modifications as were considered necessary in the light of conditions in India. For instance, in view of the fact that, in India, wages are paid on the basis of days instead of hours, data were collected in respect of man-days instead of man-hours. Similarly, it was found in the course of the pilot enquiry that except for a very few establishments, separate records of premium payments made for leave and holidays, or for days not worked, were not maintained and hence these were dropped as separate items and recorded under 'basic wages'. Certain additions were made in the list either on the basis of the decisions of the Study Group preferred to above, or to elicit separate information on some of the items on which employers have to incur expenses under labour laws in force in the country, e.g., lay-off, washing facilities, retrenchment compensation, etc.

As mentioned earlier, the Survey was launched in April, 1965 and completed in February, 1966. With a view to maintaining comparability of data and ensuring uniformity, it was intended to collect information, as far as possible, for the calendar year 1964. If, however, it was not feasible to collect information for these 12 months, then the field staff was asked to collect the data for the latest available period subject to the condition that at least 6 months of the calendar year 1964 were covered. The available data show that it was possible to collect information from most of the sampled establishments for the Calendar year 1964. In case of others, the data relate to the major period of 1964. The data collected may, therefore, be taken to refer broadly to the year 1964.

It may also be mentioned here that with a view to forming a better estimate of labour cost, salaries and allowances, etc., of those persons who were employed in connection with any welfare item, amenity, etc., even though they were covered under the Factories Act and were receiving less than Rs. 400 per month, were not included in the general heads 'Wages'. 'Bonuses' and 'Other Cash Payments' along with the similar amounts paid to workers who came within the scope of the Study. Expenses incurred in connection with such persons were recorded against the item for which they were employed. Similarly, the man-days worked by such persons were also excluded.

8.1 *Labour Cost Per Man-day Worked*

Data in respect of man-days worked and wages and other earnings of workers were collected for the above mentioned period of one year. Further, expenditure incurred by the employers on various welfare and social security measures, subsidy services, etc., representing the cost incurred by the

employers on labour, was also recorded in the course of the Survey. Based on the above the average labour cost per man-day worked has been estimated and is given in Statement 8.1.

STATEMENT 8.1
Estimated Labour Cost Per Man-day Worked
(1964)

Centro							Labour Cost per Man-day Worked (in Rs.)
1							2
1. Guntur	..	..	..	..	..	..	2.86
Large Factories	..	..	..	..	..	..	3.09
Small Factories	..	..	..	..	..	..	2.19
2. Rest of Andhra Pradesh	..	..	..	..	..	..	5.63
Large Factories	..	..	..	..	..	..	5.84
Small Factories	..	..	..	..	..	..	1.25
3. Residual	..	..	..	..	..	..	2.82
Large Factories	..	..	..	..	..	..	1.89
Small Factories	..	..	..	..	..	..	3.01
4. All India	..	..	..	..	..	..	3.12
Large Factories	..	..	..	..	..	..	3.42
Small Factories	..	..	..	..	..	..	2.34

The over-all labour cost per man-day worked in the Tobacco Curing Industry was estimated at Rs. 3.12. The burden of the labour cost was the highest (Rs. 5.63) in the 'Rest of Andhra Pradesh'. The labour cost incurred by employers in Guntur and the Residual Group was almost the same, being Rs. 2.86 and Rs. 2.82 per man-day worked respectively.

8.2 Components of Labour Cost

Statement 8.2 (on the next page) shows the various components of labour cost according to which data were collected. These are discussed below:

8.2.1 *Wages*: This component comprises basic wage, dearness allowance, incentive or production bonus and attendance bonus, if any, received by the employees. It was desired by the Bureau to collect data under this head in respect of man-days worked alone. But in the course of the pilot enquiry it was found that most of the employers did not maintain separate records of payments made for the days actually worked and for leave and holiday periods. Consequently, the amount of basic wage and dearness allowance recorded included the sums paid for the days worked as well as not worked but paid for,

STATEMENT 8.2
Estimated Labour Cost Per Man-day Worked by Main Components
(1964)

Centre	(In Rupees)													
	Wages	Premi- um Pay for Over time and Late Shifts	Bonuses	Other Cash Pay- ments	Money Value of Con- cessions In Kind	Social Contri- butions ----- Obliga- tory	Secu- rity Contri- butions ----- Non- obliga- tory	Subsi- dies	Cost of run- ning Welfare Centres (Non- statutory)	Direct Bene- fits	Some Other Pay- ments Rela- ted to Labour Cost	Others	Total	
	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	
1. Guntur	..	2.60 (90.74)	* (0.07)	0.14 (4.93)	* (0.17)	* (0.11)	0.02 (0.70)	0.01 (0.17)	0.07 (2.27)	—	*	0.02 (0.84)	2.86 (100.00)	
Large Factories	..	2.78 (89.91)	* (0.06)	0.17 (5.44)	* (0.06)	* (0.03)	0.02 (0.81)	0.01 (0.19)	0.08 (2.46)	—	*	0.03 (1.04)	3.09 (100.00)	
Small Factories	..	2.06 (94.24)	—	0.06 (2.79)	0.01 (0.55)	0.01 (0.55)	0.01 (0.27)	—	0.04 (1.51)	—	*	* (0.04)	2.19 (100.00)	
2. Rest of Andhra Pradesh	..	4.57 (81.05)	* (0.05)	0.33 (5.91)	0.03 (0.55)	* (0.09)	0.17 (2.97)	0.21 (3.82)	0.27 (4.74)	*	*	0.05 (0.82)	5.63 (100.00)	
Large Factories	..	4.72 (80.90)	* (0.05)	0.35 (5.98)	0.03 (0.55)	0.01 (0.08)	0.18 (3.00)	0.28 (3.84)	0.28 (4.76)	*	*	0.05 (0.84)	5.84 (100.00)	
Small Factories	..	1.21 (97.04)	—	—	—	—	—	—	0.04 (2.72)	—	*	—	1.25 (100.00)	
3. Residual	..	2.24 (79.68)	0.01 (0.35)	0.32 (11.19)	0.04 (1.53)	—	0.08 (2.63)	0.01 (0.39)	0.08 (2.81)	—	*	0.04 (1.35)	2.82 (100.00)	
Large Factories	..	1.76 (92.71)	—	0.02 (0.90)	* (0.11)	—	0.06 (3.33)	—	0.04 (2.11)	—	—	0.01 (0.84)	1.89 (100.00)	
Small Factories	..	2.35 (77.93)	0.01 (0.40)	0.38 (12.55)	0.05 (1.73)	—	0.08 (2.52)	0.01 (0.46)	0.09 (2.92)	—	*	0.04 (1.40)	3.01 (100.00)	

STATEMENT 8.2—*contd.*

	1	2	3	4	5	6	7	8	9	10	11	12	13	14
4. All India	2.76 (88.43)	* (0.06)	0.17 (5.48)	0.01 (0.32)	* (0.13)	0.04 (1.18)	0.02 (0.80)	0.09 (2.73)	—	*	*	0.03 (0.87)	3.12 (100.00)
Large Factories	3.01 (88.02)	* (0.06)	0.19 (5.53)	0.01 (0.17)	* (0.03)	0.05 (1.29)	0.03 (0.97)	0.10 (2.96)	—	*	*	0.03 (0.97)	3.42 (100.00)
Small Factories	2.11 (90.04)	* (0.09)	0.12 (5.30)	0.02 (0.86)	0.01 (0.38)	0.02 (0.86)	* (0.13)	0.05 (1.92)	—	—	*	0.01 (0.38)	2.34 (100.00)

NOTE :—

Figures within Brackets are percentage to totals in col. 14.

*Less than Re. 0.005.

(a) Includes basic wage, dearness allowance, incentive bonus and attendance bonus.

(b) Includes extra payment for working on holidays.

(c) Includes house rent allowance, travelling allowance etc., and other *ex-gratia* payments.

(d) Includes expenditure on medical and health care, canteens, Company housing, creches, educational and recreation services, etc.

(e) Includes direct payments made by employers to the beneficiary on occasions like birth, death, marriage, etc.

(f) Includes expenditure on recruitment, vocational training, apprenticeship, on-the-job medical service, etc.

(g) Includes expenditure on miscellaneous payments like supply of protective equipment to workers, pay of Labour Welfare Officers, etc.

It would be seen from Statement 8.2 that wages constituted about 88 per cent. of the total labour cost in the Tobacco Curing Industry. This proportion was the highest (about 91 per cent.) in Guntur and the lowest (nearly 80 per cent.) in the Residual Group. Further break-up of the 'wages' cost shows that almost the entire cost under the item related to basic wages and dearness allowance or consolidated wages, as the case might be. Production or incentive bonus constituted a negligible proportion of the total labour cost per man-day worked. Statement 8.3 gives the break-up of the 'wages' cost into the various sub-groups.

STATEMENT 8.3

Estimated Break-up of 'Wages' Cost by Components
(1964)

(In Rupees)

Centro					Basic Wa- ges and Dearness Allowance (or Consoli- dated Wages)	Incentive Production Bonus	Attendance Bonus	Total
1					2	3	4	5
1. Guntur	..	..	..	..	2.60 (100.00)	—	—	2.60 (100.00)
Large Factories	..	..	..	..	2.78 (100.00)	—	—	2.78 (100.00)
Small Factories	..	..	..	..	2.06 (100.00)	—	—	2.06 (100.00)
2. Rest of Andhra Pradesh	..	..	..	..	4.56 (99.89)	0.01 (0.11)	—	4.57 (100.00)
Large Factories	..	..	..	..	4.72 (99.89)	*	—	4.72 (100.00)
Small Factories	..	..	..	..	1.21 (100.00)	—	—	1.21 (100.00)
3. Residual	..	..	..	..	2.24 (100.00)	—	—	2.24 (100.00)
Large Factories	..	..	..	..	1.76 (100.00)	—	—	1.76 (100.00)
Small Factories	..	..	..	..	2.35 (100.00)	—	—	2.35 (100.00)
4. All India	..	..	..	..	2.76 (100.00)	*	—	2.76 (100.00)
Large Factories	..	..	..	..	3.01 (99.97)	*	—	3.01 (100.00)
Small Factories	..	..	..	..	2.11 (100.00)	—	—	2.11 (100.00)

* Less than Re. 0.005.

Note:—Figures within brackets are percentages.

8.2.2 Premium Pay for Over-time and Late Shift—Under this group, the premium part of pay for over-time, late shift and work on holidays was recorded. This was represented by an amount received by the workers in addition to their normal pay. For instance, if a worker received one and a half time his normal wages for over-time work, the extra amount paid to him, i.e., one-half, was recorded against this item. The normal wages were included under the group 'wages'.

It would be seen from Statement 8.2 that premium payment for over-time work and late shift accounted for a very small proportion of the total labour cost per man-day worked, both at the all-India and centre level.

8.2.3 Bonuses—Under this head, data were collected in respect of payments made on account of year-end and festival bonuses paid to the employees. As would appear from Statement 8.2, the combined cost in respect of all such bonuses amounted to Re. 0.17 per man-day worked or 5.5 per cent. of the total labour cost in the Industry, as a whole. Its proportion to the total labour cost was the lowest (5 per cent.) in Guntur and the highest (11 per cent.) in the Residual Group.

Further analysis of bonus payments shows that in Guntur and the 'Rest of Andhra Pradesh', the entire amount was in respect of year-end bonus alone. In the Residual Group, however, besides the year-end bonus, festival bonus was also paid but it accounted for a negligible proportion of the total bonus payments.

8.2.4 Other Payments in Cash and Kind—Other cash payments were those which were made to the employees regularly such as house rent allowance, etc., as also some *ad hoc* or *ex-gratia* payments made to the workers. Payments in kind related to such items as uniforms, saris, tea, coffee, snacks, etc., supplied free to workers. Their share to the total labour cost was almost negligible.

8.2.5 Social Security Contributions—Information in respect of this component of labour cost was collected under two heads: (a) obligatory, i.e., those expenses which the employers were required to incur in compliance with certain labour laws, and (b) non-obligatory, i.e., those social security contributions which the employers were making on a voluntary basis without any legal compulsion. The Survey results show that the combined cost on account of this component of labour cost amounted to only Re. 0.06 per man-day worked or about 2 per cent. of the total labour cost in the Industry. The proportion of this expenditure was higher in large factories as compared to small ones. Statement 8.4 (on the next page) gives further details about the estimated cost of social security contributions under each item for which the information was collected.

The expenditure incurred by employers on obligatory and non-obligatory social security contributions during the year under reference amounted to Re. 0.04 and Re. 0.02 respectively. About 76 per cent. of the labour cost on account of obligatory social security contributions was in respect of provident fund contributions alone. The next important item was gratuity which accounted for about 16 per cent. of the labour cost on obligatory social security contributions, followed by Employees' State Insurance Contributions (5 per cent.) and maternity benefits (3 per cent.). The expenditure on non-obligatory social security contributions consisted entirely of gratuity payments.

STATEMENT 8.4
Estimated Cost of Social Security Contributions Per Man-day Worked
 (1964)

(In Rupees)

Centre	Obligatory							
	1	2	3	4	5	6	7	8
		Provident Fund	Retrenchment Compensation	Compensation for Lay-off	Employees' State Insurance Contribution	Employment Injury Compensation	Occupational Diseases	Maternity Benefits
1. Guntur	0.02 (81.12)	—	—	—	†	—	*
Large Factories	0.02 (83.54)	—	—	—	*	—	(6.63) *
Small Factories	* (50.00)	—	—	—	(1.65) †	—	(6.99) —
2. Rest of Andhra Pradesh	0.13 (75.45)	—	—	—	*	—	*
Large Factories	0.13 (75.43)	—	—	—	(0.60) *	—	(1.20) *
Small Factories	—	—	—	—	(0.57) —	—	(1.14) —
3. Residual	0.04 (58.11)	—	—	0.03 (35.13)	—	—	—
Large Factories	0.03 (50.79)	—	—	—	—	—	—
Small Factories	0.05 (59.21)	—	—	0.03 (40.79)	—	—	—
4. All India	0.03 (75.68)	—	—	*	†	—	*
Large Factories	0.03 (79.54)	—	—	(5.40)	†	—	(2.70) *
Small Factories	0.01 (55.00)	—	—	0.01 (30.00)	†	—	(4.55) —

*Less than Re. 0.005.

† Insignificant.

STATEMENT 8.4—*contd.*

(In Rupees)

Centre	Obligatory						Non-Obligatory	Total for obligatory and Non-obligatory	Percentage of Social Security Contributions to the total Labour Cost
	Dependants Allowance	Other Social Programme	Gratuity	Total	12	13			
1	9	10	11	12	13	14	15		
1. Guntur	—	*	0.02	0.01	0.03	0.87		
Large Factories	..	—	(12.25)	(100.00)	—	—	—		
Small Factories	..	—	*	0.02	0.01	0.03	1.00		
	..	—	(7.82)	(100.00)	—	—	—		
	..	—	*	0.01**	—	0.01	0.27		
	..	—	(50.00)	(100.00)	—	—	—		
2. Rest of Andhra Pradesh	..	—	0.04	0.17	0.21	0.38	6.79		
Large Factories	..	—	(22.75)	(100.00)	—	—	—		
Small Factories	..	—	0.04	0.18**	0.22	0.40	6.84		
	..	—	(22.86)	(100.00)	—	—	—		
3. Residual	—	*	0.08**	0.01	0.09	3.02		
Large Factories	..	—	(6.76)	(100.00)	—	—	—		
Small Factories	..	—	6.63	0.05	—	0.06	3.33		
	..	—	(49.21)	(100.00)	—	—	—		
	..	—	—	0.08	0.01	0.09	2.98		
	..	—	—	(100.00)	—	—	—		
4. All India	—	0.01	0.04	0.02	0.06	1.98		
Large Factories	..	—	(16.22)	(100.00)	—	—	—		
Small Factories	..	—	0.01	0.05**	0.03	0.08	2.26		
	..	—	(15.91)	(100.00)	*	0.02	0.99		
	..	—	*	0.02	—	—	—		
	..	—	(10.00)	(100.00)	—	—	—		

** The components do not add up to total due to the fact that some very insignificant amounts have been omitted.

NOTE :—Figures within brackets are percentages to the totals. They have been calculated by taking the figures up to four decimal places.

8.2.6 *Subsidies*—Cost to employers for providing certain facilities and services to workers and their families was collected under this head. The facilities listed were Medical and Health Care, Canteens, Restaurants and Other Food Services, Company Housing, Building Funds, Credit Unions and Other Financial Aid Services. Creches, Educational Services, Cultural Services (e.g. Library, Reading Rooms, etc.), Recreation Services (Club, Sports, etc.), Transport, Sanitation (at work places), Drinking Water Facilities, Vacation Homes, etc. The net amount spent, including depreciation but excluding any capital expenditure, was recorded. In the course of the pilot enquiry, it was noticed that in most of the cases, employers either did not maintain any records separately for the above-mentioned items or expenses related not only to persons falling within the scope of the Study but also to others. Hence, the field staff were asked to obtain estimates, wherever such statistics were not available separately, for the above-mentioned items and/or for the employees covered by the Study only. In the latter case, estimates were made on the basis of the proportion that the employees coming under the scope of the Study formed to the total employees. Statement 8.5 gives details in respect of the cost on subsidies incurred by the employers in the Tobacco Curing Industry.

The cost of subsidies per man-day worked amounted to Re. 0.09 and constituted about 3 per cent. of the total labour cost in the Industry. The main items of expenditure were sanitation, medical and health care, canteens, drinking water and creches.

8.2.7 *Direct Benefits*—The amounts recorded in this group related to cash payments made by the management to their employees on such occasions as marriage, birth, death, etc. Such payments were reported in one unit in the 'Rest of Andhra Pradesh' only and they formed negligible proportion of the total labour cost (Statement 8.2).

8.2.8 *Some Other Payments Related to Labour Cost*—Expenses recorded under this group related to cost of recruitment, vocational training, apprenticeship and training facilities and on-the-job medical facilities. The expenditure on this account was insignificant (Statement 8.2). Wherever reported, the expenses related to on-the-job medical services only.

8.2.9 *Others*—Under this head, only those expenses which could not be grouped under any of the heads or sub-heads of labour cost were recorded. Statement 8.2 would show that expenses under this head amounted to Re. 0.03 per man-day worked or about 1 per cent. of the total labour cost. They related to the cost incurred by the employers on account of protective clothings, pay of Welfare Officers, etc.

STATEMENT 8.5

Estimated Cost of Subsidies Per Man-day Worked
(1964)

		(In Rupees)					
Centre		Medical and Health care	Canteen	Company Housing	Creches	Recreational Services	Transport
1		2	3	4	5	6	7
1. Guntur ..	..	0.01 (13.85)	0.01 (9.23)	†	0.02 (23.08)	*	†
Large Factories ..	..	0.01 (14.47)	0.01 (9.21)	†	0.02 (25.00)	*	—
Small Factories ..	..	0.01 (12.12)	—	—	* (9.09)	—	†
2. Rest of Andhra Pradesh	..	0.10 (35.21)	0.06 (23.60)	*	0.01 (4.12)	0.01 (1.50)	—
Large Factories ..	..	0.10 (35.25)	0.07 (23.74)	*	0.01 (4.32)	0.01 (1.44)	—
Small Factories ..	..	—	—	—	—	—	—
3. Residual ..	..	0.01 (11.39)	0.05 (58.23)	0.01 (10.12)	†	*	—
Large Factories ..	..	* (5.00)	—	0.03 (75.00)	—	*	—
Small Factories ..	..	0.01 (11.36)	0.06 (63.64)	0.01 (4.54)	†	(2.50)	—
4. All India ..	..	0.02 (20.00)	0.01 (16.47)	*	0.01 (15.36)	*	†
Large Factories ..	..	0.02 (21.79)	0.02 (14.85)	*	0.02 (17.82)	(2.35)	—
Small Factories ..	..	0.01 (11.11)	0.01 (24.45)	(0.99)	* (4.44)	(1.98)	†

* Less than Re. 0.005.

† Insignificant.

STATEMENT 8.5—*contd.*

		(In Rupees)										Percentage of Subsidies to the Total Labour Cost		
Centre		1	2	3	4	5	6	7	8	9	10	11	12	13
1. Guntur	0.01 (21.54)	0.02 (24.61)	0.02 (3.08)	*	0.07 (100.00)	2.27
Large Factories	0.02 (19.74)	0.02 (22.37)	0.02 (3.95)	*	0.08 (100.00)	2.46
Small Factories	0.01 (39.39)	0.01 (39.40)	0.01 (4.44)	†	0.04** (100.00)	1.51
2. Rest of Andhra Pradesh	0.08 (30.71)	0.01 (3.00)	0.01 (0.37)	*	0.27 (100.00)	4.74
Large Factories	0.08 (30.57)	0.01 (2.88)	0.01 (0.36)	*	0.28 (100.00)	4.76
Small Factories	0.03 (91.18)	0.03 (8.82)	—	—	0.04** (100.00)	2.72
3. Residual	0.01 (12.66)	0.01 (3.80)	0.01 (3.80)	†	0.08 (100.00)	2.81
Large Factories	0.01 (10.00)	0.01 (7.50)	0.01 (7.50)	—	0.04 (100.00)	2.11
Small Factories	0.01 (13.64)	0.01 (2.27)	0.01 (4.55)	†	0.09 (100.00)	2.92
4. All India	0.02 (23.53)	0.02 (16.47)	0.02 (2.35)	*	0.09** (100.00)	2.73
Large Factories	0.02 (22.77)	0.02 (15.84)	0.02 (1.98)	*	0.10 (100.00)	2.96
Small Factories	0.01 (28.89)	0.01 (24.45)	0.01 (4.44)	†	0.05** (100.00)	1.92

** The components do not add up to the total due to the fact that some very insignificant amounts have been omitted.
 Note :—Figures within brackets are percentages to the totals.

CHAPTER IX

SUMMARY OF FINDINGS

In 1965, there were 336 Tobacco Curing factories in the country registered under the Factories Act, 1948, with an average daily employment of 76.4 thousand. Andhra Pradesh alone accounted for about 85 per cent. of the factories and nearly 97 per cent. of the workers employed in the Industry.

On the basis of the present Survey, it has been estimated that, on the specified date, i.e. 31st March, 1965, the Industry employed 98.7 thousand workers, almost all of whom were covered under the Factories Act, 1948. Production and related workers (including supervisory) accounted for about 95 per cent. of the working force.

The working force in the Industry consisted predominantly of women who formed about 86 per cent. of the total workers. Child labour was entirely absent and the number of adolescents was also negligible. The system of engaging workers through contractors did not exist at all. Almost all the production workers were time-rated.

Because of the seasonal nature of the industry, a majority (84 per cent.) of the production workers were temporary and only 14 per cent. of them were permanent, the remaining being casual workers and probationers. It is estimated that nearly 47 per cent. of the production workers had put in less than 5 years' service as on 31st March, 1965, and another about 27 per cent. had between 5 years' and 10 years' service to their credit on this date. The remaining 26 per cent. of the workers had more than 10 years' service. None of the units surveyed in the Industry had any system of training and apprenticeship for its employees.

During March, 1965, the average daily earnings of workers in the groups 'Professional, Technical and Related Personnel', 'Administrative, Executive and Managerial Personnel', 'Clerical and Related Workers (including Supervisory)' and 'Watch and Ward and Other Services' were Rs. 7.45, Rs. 16.64, Rs. 6.33 and Rs. 3.31 respectively. Data collected under the Payment of Wages Act, 1936, show that during 1965, the average daily earnings of all workers in the Industry were Rs. 3.27.

About 31 per cent. of the Tobacco Curing factories in the country, mostly large, were paying a separate dearness allowance to their employees and in about one-fourth of them it was linked to the Consumer Price Index Numbers.

Very few factories paid production/incentive bonus, house rent allowance and transport allowance to the workers.

The practice of paying annual bonus existed in about 53 per cent. of the factories in the Industry and in about 61 per cent. of such units, there were regular schemes for the purpose. Festival bonus was being paid in only one small unit in the Industry.

About 96 per cent. of the factories in the Industry were working one shift daily and 2 per cent. each had two and three shifts a day. Only two

factories were working during the night. The daily and weekly hours of work nowhere exceeded the prescribed limit of 8 and 48 respectively. Rest interval was allowed to workers in all the factories and its duration was more than 2 hours in one-fourth of the factories and between $1\frac{1}{2}$ and 2 hours in another 52 per cent. of the units.

Of the factories where workers had to do work standing, only about one-third had made seating arrangement for them. Latrines had been provided in about 93 per cent. of the Tobacco Curing factories in the country but urinals existed in only 24 per cent. of the units.

The system of granting earned leave with pay was in existence in about 66 per cent. of the Tobacco Curing factories in the country. Data collected regarding the number of workers who availed of leave with pay during 1964 show that only about 30 per cent. of all employees took leave during this year and 70.5 per cent. of the workers availed of leave up to 5 days only. The practice of granting casual leave and sick leave with pay was found to be in vogue in about 25 and 21 per cent. of the factories respectively. About three-fourths of the factories were allowing national and/or festival holidays with pay to their workers. All the Tobacco Curing factories were allowing a weekly day of rest to their employees and in about 73 per cent. of them, it was with pay.

Drinking water facilities for employees existed in all the factories. About 48 per cent. of the factories also stated that they made some arrangements for the supply of cool drinking water to the workers during the summer months. However, of the factories which were obliged to supply cool drinking water, only about one-third had complied with the law. About 3 per cent. of the factories were found to have disregarded the provision of law in respect of the location of the drinking water points.

About 46 per cent. of the Tobacco Curing factories had made provision for washing facilities. Bathing facilities had been provided by only about 7 per cent. of the factories in the Industry.

About 31 per cent. of the Tobacco Curing factories in the country were under a statutory obligation to provide canteens for their workers and, of these, about 53 per cent. had actually done so. Including a few other factories which had provided this facility voluntarily, in all, about 18 per cent. of the factories had canteens. In nearly 93 per cent. of the canteens only tea, coffee and snacks were being sold while the remaining 7 per cent. had made arrangements for the sale of meals as well.

About 74 per cent. of the Tobacco Curing factories employing women were under an obligation to provide and maintain a creche and, of these, about 54 per cent. had fulfilled this obligation. In all, creches existed in about 42 per cent. of the units in the Industry.

Of the factories required to provide rest shelters, i.e., those employing more than 150 workers and not providing canteen, about 56 per cent. had fulfilled their obligation. However, since some factories employing less than 150 workers had also provided rest shelters, in the Industry, as a whole, rest shelters existed in about 22 per cent. of the units.

Recreation facilities for workers existed in only about 7 per cent. of the factories whereas educational facilities were conspicuous by their absence.

Only about 10 per cent. of the units had attached dispensaries and another about 6 per cent. of the factories had entered into contracts with individual medical practitioners for attending to their employees. Although about 23 per cent. of the factories were under a statutory obligation to provide ambulance rooms, none of them had actually complied with the provision of law. First-aid boxes were being kept in nearly 85 per cent. of the units in the Industry but only about 14 per cent. of them had kept these boxes under the charge of trained first-aiders. Only about half of the first-aid boxes were found to be containing all the prescribed items.

Only 6.5 per cent. of the Tobacco Curing factories were providing housing accommodation to their workers, most of which was in the shape of one-room tenements. The proportion of workers housed was, however, insignificant. With the exception of one small unit which charged a nominal rent of Rs. 1.50 per month, everywhere the accommodation was free.

Though Provident fund schemes existed in about 56 per cent. of the units, only 3 per cent. of the workers were members thereof as on 31-3-1965. However, none of the Tobacco Curing factories surveyed had any pension scheme for its employees but gratuity schemes were reported from about 22 per cent. of the units. During 1964, accidents occurred in about 10 per cent. of the Tobacco Curing factories and the rate of accidents was only one per thousand workers employed. All the workers involved in accidents had suffered only temporary disabilities.

Trade unions existed in about 35 per cent. of the factories and nearly 48 per cent. of the workers were members of these unions. About 90 per cent. of the factories having trade unions had accorded recognition to one or the other union functioning in the factory.

It is estimated that, since 1956 and till the time of the Survey, the managements of about 30 per cent. of the Tobacco Curing Factories in the country had concluded collective agreements with their employees. The agreements related mostly to wages, dearness and other allowances, grant of leave and holidays, annual bonus, provident fund, age of retirement, gratuity, etc.

Of the units which were under a statutory obligation to frame Standing Orders, nearly 52 per cent. had complied with the law. Besides, some of the factories which were under no such legal obligation, had also framed Standing Orders voluntarily, and thus, it is estimated that 38 per cent. of the factories in the Industry had Standing Orders.

Of the factories under a legal obligation to appoint Labour/Welfare Officers, about 58 per cent. had respected the law. Actually, however, such Officers had been appointed in about 16 per cent. of all factories in the Industry.

Only one fifth of the factories under a legal obligation to constitute Works/Joint Committees had done so. In addition, however, one unit which was not legally obliged had also set up a Works Committee. Thus, the all-India percentage of Tobacco Curing factories which had constituted such Committees was about 12.

Prescribed grievance procedure existed in about 38 per cent. of the Tobacco Curing factories.

Data relating to labour cost in respect of workers covered under the Factories Act, 1948, and receiving less than Rs. 400 per month show that, during 1964, the labour cost per man-day worked in the Industry was Rs. 3.12. Wages, i.e., basic wage, dearness allowance, incentive or production bonus and attendance bonus, if any, was the main component of labour cost and accounted for about 88 per cent. of it. Other major components of labour cost were bonuses, subsidies and social security contributions which were responsible for about 5, 3 and 2 per cent. of the total labour cost respectively.

Salient features of the Tobacco Curing Industry in the country, as thrown up by the Survey of Labour Conditions, are presented in the following Statement.

STATEMENT 9.1

Salient features of the Tobacco Curing Factories in India

Particulars						Estimates for the industry, as a whole
1						2
I. Employment						
					Total	.. 98701
Of which Production and Related Workers					.. ..	.. 95%
Others					.. ..	.. 5%
Women Labour					.. ..	.. 86%
Production Workers (Total)					.. ..	.. 94028
Of which Time-rated					.. ..	.. 99%
Piece-rated					.. ..	.. 1%
Employed through Contractors					.. ..	.. —
Production Workers Employed Directly (Total)					.. ..	.. 94028
Of which permanent workers					.. ..	.. 14%
Workers with service of 10 years and more					.. ..	.. 26%
I. Wages and Emoluments						
Average daily earnings of						
(i) All Workers (1965)					.. ..	Rs. 3.27
(ii) Professional, Technical and Related Personnel (March, 1965)					.. ..	Rs. 7.45
(iii) Administrative, Executive and Managerial Personnel (March, 1965)					.. ..	Rs. 16.64
(iv) Clerical and Related Workers (including Supervisory) (March, 1965)					.. ..	Rs. 6.33
(v) Watch and Ward and Other Services (March, 1965)					.. ..	Rs. 3.31
Proportion of—						
Factories paying separate dearness allowance					.. ..	.. 31%
Factories in which the dearness allowance was linked with the Consumer Price Index Number*					.. ..	.. 25%

* Out of those paying separate dearness allowance.

1	2
Factories paying production/incentive bonus	3%
Factories paying annual bonus	53%
Factories paying festival bonus	2%
III. Hours of Work, etc.—	
(Proportion of)	
Factories where daily hours of work were 8 or less	100%
Factories where weekly hours of work were 48 or less	100%
Factories where spread-over was up to 10 hours	94%
Factories where rest-interval was up to 2 hours	75%
IV. Leave and Holidays with Pay—	
(Proportion of units granting)	
Earned leave	66%
Sick leave	21%
Casual leave	25%
National and festival holidays	76%
Weekly off	73%
V. Welfare and Amenities—	
(Proportion of units providing)	
Seating arrangement (out of those where workers had to do work standing)	33%
Drinking water facility	100%
Washing facility	46%
Rest shelters	22%
Canteens	18%
Creches	42%
Latrines	93%
Urinals	24%
Labour/Welfare Officers	16%
First-aid boxes	85%
Ambulance rooms	—
Recreation facilities	7%
Educational facilities	—
Housing facility	7%*
VI. Social Security—	
(Proportion of units having)—	
Provident fund schemes	56%
Pension schemes	—
Gratuity schemes	22%
Proportion of workers covered under Provident Fund Schemes	3%
VII. Accident Rate during 1964—	
(Per thousand workers employed)	1
VIII. Industrial Relations—	
Factories having trade unions	35%
Proportion of workers who were members of trade unions	48%
Units having concluded collective agreements	30%
Factories having Standing Orders	38%
Factories having Works/Joint Committees	12%
IX. Labour Cost—	
Labour Cost per Man-day Worked during 1964	Rs. 3.12

*Percentage of workers housed was insignificant.

APPENDIX

A Brief Note on the Sample Design and the Method of Estimation Adopted

1. *Sample Design*

For the Survey of Labour Conditions, a multi-stage sampling procedure with industry as a stratum, with further regional strata for those industries which were found to be highly concentrated in particular regions or areas, was followed. The registered factories, belonging to those industries for which regional stratification was found necessary were stratified and each centre or area of high concentration was taken as a separate regional stratum of the industry and the remaining scattered factories were clubbed together into a single residual stratum. Establishments in an industry/regional stratum were arranged in a frequency distribution fashion with suitable class intervals and were divided into two size-groups, large factories and small factories, on the basis of an optimum cut-off point derived for each industry. The optimum cut-off point was so derived that if all the establishments in the upper size group were included in the sample, the results obtained would yield an estimate of over-all employment within 5 per cent. error at 95 per cent. confidence interval, and the sample size would be minimum. The optimum cut-off point varied from industry to industry. For the Tobacco Curing Industry it was chosen as 190 which was approximately equal to the average size of employment in the Industry. However, considering the limited resources available for the Survey of Labour Conditions and the practicability, etc., it was thought that a sample of 25 per cent. from the upper size group and 12½ per cent. from the lower size group would yield reliable results. However, the experience of earlier Surveys had shown that due to (i) non-availability of very recent frame, (ii) closures, and (iii) units changing their line of production, considerable shrinkage had occurred to the desired sample size. Hence it was decided that for taking into account such closures, etc., the required sample size should be increased to allow for the above mentioned shrinkage. Since the sample size in respect of almost all industries had been inflated to safeguard against shrinkage due to closure of units, etc., substitution was resorted to only in case of abnormal closures of units, in the manner explained below:—

I. In case of such industries where the sample had not been inflated substitution was done to replace the sampled units found closed.

- (a) If the number of sampled units was 5 or less in size class of a particular stratum; or
- (b) The number of units found closed, etc., was more than 1 in a sample of 6 to 10 units of size class of particular stratum.
- (c) In cases where the sample size was more than 10 units, substitution was made when the extent of closures was 50 per cent. or more.

II. For industries where the sample size had already been inflated substitution was done only if the extent of closures was 50 per cent. or more irrespective of the size of the sample unless such a high rate was already noticed in the Second Occupational Wage Survey and consequently taken into account in fixing the sample size.

The ultimate sampling units, namely registered factories, within an industry/regional stratum were arranged by contiguous States and within each State by contiguous districts in a serpentine fashion so that districts formed a continuous chain from one State to another. Having arranged the list of units in the above manner, the units above the optimum cut-off point were taken in the upper-size class and the rest in the lower-size class. From these size-groups, the required number of units were selected by systematic sampling with a random start. The frame on the basis of which the sample was selected in the case of Tobacco Curing factories was the list of registered factories for the year 1963*.

2. Method of Estimation

In the course of the Survey, various characteristics were studied, some of which were correlated with employment whereas there were other, which were not correlated with employment but with the number of establishments. Consequently, two different methods were used for working out estimates.

For estimating the totals of those characteristics which are highly correlated with employment such as labour cost, etc., ratio of total employment was used as the blowing up factor. For estimating the totals of those characteristics which are not correlated with employment such as, number of units providing certain welfare facilities, etc., the ratio of units was used as the blowing up factor. Estimates of percentages have been arrived at by computing in each case the ratio of the estimates of the totals for the two characteristics involved.

More precisely, the estimate for the total (for all-India) of a particular characteristic not correlated with employment in the industry has been obtained as:—

$$X = \frac{N_u - N'_u}{n_u - n'_u} \sum_i X_{iu} + \frac{N - N'}{n - n'} \sum_i X_{il} \quad \dots \quad (i)$$

The summation extending over all the sampled units surveyed in the stratum.

Where X = the estimated total of the X-characteristic for a particular stratum.

N_u and N_l = the number of units in the original population as featuring in the 1963 list, which was used as frame, in the upper and lower size groups respectively of the stratum.

* For Andhra Pradesh and Maharashtra, lists related to the year 1962.

N'_u and N'_l = the number of units which featured in the 1963 list but were not featuring in the list relating to the period more or less coinciding with the period of the Survey in the upper and lower size-groups respectively, of the stratum.

n_u and n_l = the total number of units in the sample (from 1963 list) in the upper and lower size groups respectively of the stratum.

n'_u and n'_l = the number of sampled units, which were found at the time of the Survey to be closed or to have changed the line of production and hence left out in the upper and lower size groups respectively of the stratum.

X_i and X_{il} = the total of the characteristic X in the i th sample unit of the upper and lower size groups respectively of the stratum.

In any stratum the estimate for the characteristic — Y correlated with employment is given by :—

$$Y = \frac{E_{N_u - N'_u}}{E_{n_u - n'_u}} \sum_i Y_{iu} + \frac{E_{N_l - N'_l}}{E_{n_l - n'_l}} \sum_i Y_{il} \quad (ii)$$

The summation extending over all the sampled units surveyed in the stratum.

Where Y = the estimated total of the characteristic — Y for a particular stratum.

$E_{N_u - N'_u}$ and $E_{N_l - N'_l}$ = the total employment in 1963 in $N_u - N'_u$ and $N_l - N'_l$ units respectively, of the stratum.

$E_{n_u - n'_u}$ and $E_{n_l - n'_l}$ = the total employment in 1963 in $n_u - n'_u$ and $n_l - n'_l$ sampled units respectively of the stratum.

Y_{iu} and Y_{il} = the total of characteristic Y in the i th sample unit of the upper and lower size groups respectively of the stratum.

The totals for an industry are obtained by summing up the totals obtained on the basis of the above formulae for each one of the strata of an industry.

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